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**The Twenty-Fifth Report**  
**of the**  
**Department of Labour**  
**Province of Ontario**  
**1944**

Printed by Order of  
**THE LEGISLATIVE ASSEMBLY**  
(Sessional Number 10, 1945)



**TORONTO**

Printed and Published by T. E. Bowman, Printer to the King's Most  
Excellent Majesty  
1944







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ONTARIO

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ONTARIO - DEPARTMENT OF LABOUR  
EAST BLOCK  
ORGANIZATION CHART  
WITH  
CHAIN OF RESPONSIBILITY

DATE	JANUARY 1945
TOTAL STAFF OF DEPARTMENT	
DEPARTMENT OF LABOUR (NOT INCLUDING THE RCMP AND FEDERAL STAFF)	144
WORKMEN'S COMPENSATION BOARD	572
TOTAL STAFF	516

MINISTER OF LABOUR	
HON. CHARLES DALEY	6300 715-4
MINISTER'S SECRETARY MRS. E. M. BYRNE	6301 715-4

DEPUTY - MINISTER	
J. F. MARSH	6300 715-4
DEPUTY SECRETARY HELEN DAVIS	6301 715-4

TOTAL PERSONNEL 21

REGIONAL WAR LABOUR BOARD	
CHAIRMAN HON. CHARLES DALEY	6300 715-4
VICE CHAIRMAN J. F. MARSH	6300 715-4
CHIEF EXECUTIVE OFFICER J. S. MITZLER	6301 715-4

ADMINISTRATES WITHIN ONTARIO THE  
FEDERAL WARTIME WAGES  
CONTROL ORDER

PROVINCIAL PERSONNEL 3  
FEDERAL PERSONNEL 5  
PLS. DIRM. MEMBERS 6

WORKMEN'S COMPENSATION BOARD	
CHAIRMAN WILLIAM MORRISON	6300 715-4
SECRETARY S. E. JOHNSON	AD 1801
CANADA LIFE BUILDING	

ADMINISTRATES THE WORKMEN'S  
COMPENSATION ACT

TOTAL PERSONNEL 572

BOARD OF EXAMINERS OF OPERATING ENGINEERS	
CHAIRMAN JOHN SNAP	6300 715-4
ADMINISTRATES THE OPERATING ENGINEERS ACT	

TOTAL PERSONNEL 11

BOILER INSPECTION BRANCH	
CHIEF INSPECTOR DEPARTMENT OF LABOUR J. E. PRATT	6300 715-4
EXAMINER OF REPORTS AND DESIGNS J. W. BIGGS	6301 715-4

ADMINISTRATES THE STEAM  
BOILERS ACT

TOTAL PERSONNEL 13

FACTORY INSPECTION BRANCH	
CHIEF INSPECTOR DEPARTMENT OF LABOUR J. R. PRATT	6300 715-4
EXAMINER OF REPORTS AND DESIGNS C. G. GIBSON	6301 715-4

ADMINISTRATES THE FACTORY, SHIP  
AND OFFICE BUILDING ACT

TOTAL PERSONNEL 50

INDUSTRY & LABOUR BOARD	
CHAIRMAN & INDUSTRIAL STANDARDS OFFICER ERIC BILLINGTON	6300 715-4

ADMINISTRATES THE MINIMUM WAGE  
ACT, APPRENTICESHIP ACT,  
INDUSTRIAL STANDARDS ACT AND  
THE HOUSE OF WIGGS AND  
VACATIONS WITH PAY ACT

TOTAL PERSONNEL 6

LABOUR RELATIONS BOARD	
CHAIRMAN JACOB FINKELMAN	6300 715-4
CHIEF EXECUTIVE OFFICER IS QUILLAS PARK J. P. NICOL	6301 715-4

ADMINISTRATES THE LABOUR  
RELATIONS BOARD ACT

TOTAL PERSONNEL 6  
PLS. DIRM. MEMBERS 3

CONCILIATION SERVICE	
CHIEF CONCILIATION OFFICER & INDUSTRIAL STANDARDS OFFICER LOUIS PINE	6300 715-4

TOTAL PERSONNEL &  
FEDERAL STAFF 5

APPRENTICESHIP BRANCH	
DIRECTOR OF APPRENTICESHIP F. J. HAWES	6300 715-4

ADMINISTRATES THE APPRENTICESHIP  
ACT UNDER DIRECTION OF THE  
INDUSTRY AND LABOUR BOARD

TOTAL PERSONNEL 19

MINIMUM WAGE BRANCH	
ACTING CHIEF ENFORCEMENT OFFICER PATTERSON FARMER	6300 715-4

ADMINISTRATES THE MINIMUM WAGE  
ACT UNDER DIRECTION OF THE  
INDUSTRY AND LABOUR BOARD

TOTAL PERSONNEL 11

NOTE  
TELEPHONE NUMBERS ARE  
LOCAL ON ADELAIDE HILL











TO THE HONOURABLE  
THE LIEUTENANT-GOVERNOR  
OF THE PROVINCE OF ONTARIO

May It Please Your Honour:

The undersigned has the honour to present to Your Honour the twenty-fifth Report of the Department of Labour of the Province of Ontario for the fiscal year ending March 31, 1944.

Respectfully submitted,

CHARLES DALEY,

Minister of Labour.



# REPORT OF THE DEPUTY MINISTER OF LABOUR

For the Fiscal Year Ending March 31, 1944.

TO THE HON. CHARLES DALEY,  
MINISTER OF LABOUR.

SIR:

I have the honour to submit a report on the work of the Department of Labour of Ontario for the fiscal year ending March 31, 1944.

Included herein are reports on the administration of the following Acts within the jurisdiction of the Minister of Labour: Department of Labour Act; Factory, Shop and Office Building Act; Operating Engineers Act; Steam Boiler Act; Industrial Standards Act; Apprenticeship Act; Minimum Wage Act; as well as a report on the Conciliation Service of the Department of Labour, and the Regional War Labour Board. The report of the Workmen's Compensation Act will be submitted by the Workmen's Compensation Board.

## LEGISLATION

Important legislation of interest to labour was passed at the 1944 session of the Legislature of Ontario.

**THE LABOUR RELATIONS BOARD ACT, 1944:** This Act provides for the establishment of the Labour Relations Board and for the application to employer-employee relations within the exclusive jurisdiction of the Province of the Dominion Wartime Labour Relations Regulations (P. C. 1003), and of certain other regulations made under the War Measures Act (Canada). Regulations made applicable in Ontario are to continue in force notwithstanding their termination under the War Measures Act, subject only to any Order which the Lieutenant-Governor in Council may make. The Minister of Labour of Ontario may, subject to the approval of the Lieutenant-Governor in Council, enter into an agreement with the Minister of Labour for Canada for the purposes of the Act and for the administration in the Province of the Wartime Labour Relations Regulations.

The Labour Relations Board Act does not apply to farming, domestic service, the members of any police force, nor to any municipal corporation, school board, or board or commission created by a municipal corporation, unless such corporation, board or commission has declared the Act to apply.

The Lieutenant-Governor in Council may make the necessary or desirable regulations for the proper functioning of the Board. This Act repeals the Collective Bargaining Act, 1943, but certificates issued thereunder are to continue in force. The 1943 amendment to the Judicature Act setting up the Labour Court is also repealed but provision is made for continuing proceedings pending in the Labour Court at the time of the coming into force of the Act, and records of the Court are to be transferred to the Labour Relations Board.

**THE RIGHTS OF LABOUR ACT, 1944:** This Act preserves certain of the provisions declaring the rights of labour contained in the Collective Bargaining Act, 1943, which was repealed by the Labour Relations Board Act. The Act states that a trade union and its acts shall not be deemed unlawful by reason only that one or more of its objects are in restraint of trade, and that any act done by two or more of its members, if done in contemplation of a trade dispute, shall not be actionable unless the act would be actionable if done without agreement or combination.

The Act also declares that a trade union may not be made a party to any action in any Court nor a collective agreement made the subject of such an action unless this could be done irrespective of the provisions of the Act or of the Labour Relations Board Act. The provisions of the Reinstatement in Civil Employment Act, 1942 (Canada) are to apply in Ontario notwithstanding the termination of the war or the repeal of the Act by the Parliament of Canada.



**THE HOURS OF WORK AND VACATIONS WITH PAY ACT, 1944:** This Act provides that the maximum working hours for employees in industrial undertakings shall be eight per day and 48 per week and that employees shall be given a holiday of at least one week with pay in every year. The maximum hours provision does not apply to persons holding a position of supervision or management or employed in a confidential capacity. The Industry and Labour Board is authorized to suspend the maximum hours provision in case of a war industry, and, in those cases where employers and employees agree in writing as to working hours, the Board may validate such an agreement. The limit of hours may also be exceeded in case of accident, urgent work required to be done to machinery or plant, or of force majeure, but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

The Industry and Labour Board is authorized to investigate any alleged partnership, association or similar scheme and, where it finds that the purpose thereof is to avoid the application of the Act, to make any Order it deems proper declaring any person or group of persons to be employers or employees for the purposes of the Act. Employers must produce records relating to hours of work of their employees on demand of the Board or any person having its written authority, and employers and employees may be required to make full disclosure regarding such matters. The Board may by written notice require any employer to provide for the correct recording of working hours, with respect to starting and stopping time and rest intervals, by means of time-clocks or in such other manner as the Board directs.

The Act provides for the making of regulations by the Board, with the approval of the Lieutenant-Governor in Council, for penalties for violations of the Act, for dealing with cases of conflict between the provision of the Act or regulations and the provision of any other Ontario act or regulations, and for temporary exemptions from the provisions of the Act.

**THE FACTORY, SHOP AND OFFICE BUILDING AMENDMENT ACT, 1944:** This amending Act extends the definitions of "factory" to include storage buildings and plants for the maintenance of aircraft, locomotives and vehicles used for transport purposes, and of "shop" to include bowling alleys, pool rooms and billiard parlours.

The requirements of the Act relating to the approval of plans for the erection or alteration of buildings used for certain industrial and like purposes are revised and clarified, and fuller powers given the Chief Inspector in requiring that drawings and specifications submitted be of such a nature as to furnish full and complete details. Provision is made for the making of regulations for the protection of the health, safety and welfare of employed persons, and for requiring employers to provide suitable first aid rooms with adequate equipment and supplies. The requirements regarding lunch rooms, rest rooms, toilet facilities and shower baths are extended, and suitable accommodation for street clothing not worn during working hours is included.

Among the special safety measures are the requirements that all female workers in factories wear a close fitting cap or other suitable head gear; that youths, young girls and women be properly trained and instructed in the operation of any machine where they are to work, and that they have adequate supervision while operating such machines. Provision is made for the protection of persons who have occasion to enter a tank, chamber, pit, pipe, flue or other confined space where dangerous fumes, dusts or extreme temperatures are liable to be present in a factory, and measures for safeguarding employees from the danger of fire are greatly improved. Employers are required to report cases of industrial disease in the same manner as injuries due to fire and accident.

**THE APPRENTICESHIP AMENDMENT ACT, 1944:** This amending Act enables employees to petition to have a trade designated under the Act, and permits the Industry and Labour Board, with the approval of the Lieutenant-Governor in Council, to make regulations prohibiting the employment in a designated trade of persons other than registered apprentices and holders of certificates of qualification, but such regulations shall not affect any person who, within two years of the date of the coming into force of such regulations, satisfies the Provincial Advisory Committee that at that date he had been employed in the trade for a period equal to the apprenticeship period.

THE WORKMEN'S COMPENSATION AMENDMENT ACT, 1944: By this amending Act the Crown in right of the Province of Ontario, and any permanent Board or Commission appointed by the Province are brought within Part 1 of the Act, as well as municipal corporations, public utilities and other municipal commissions, trustees of police villages and school boards, other than rural boards. Any farming industry may also be brought within Part 1 on application of the employer. Provision is made for the protection of employers and certain workmen coming under Part 1 of the Act in case of action brought for accident by third parties.

Provision is made for an attendant or other necessary services or treatment for a workman rendered helpless through permanent total disability. The period of exposure to silica dust necessary to entitle a workman to compensation for silicosis is reduced from five to two years, and it is made clear that the provision permitting the Board to continue compensation payments in order to furnish better education is to apply to children between 16 and 18 years, as well as those approaching 16 years.

### INDUSTRIAL CONDITIONS

Industrial expansion continued in Ontario during the fiscal year ending March 31, 1944. This expansion, however, was on a smaller scale than in the previous war years, due to the drain on manpower for the armed forces and for industry which had already taken place. According to the reports of the Dominion Bureau of Statistics, based on the 1926 average as 100, the index number of employment for the year was 185.3, as compared with 182.8 for 1943, or an advance of 2.5 points. The advances in the index number since the beginning of the war were 5.2 points in 1940; 17.8 in 1941; 32.6 in 1942; 15.2 in 1943 and 2.5 in 1944.

Manufacturing as a whole, and especially the lumber and iron and steel industries, showed increased activity, while gains were slighter in the pulp and paper industry, and the textile industry afforded considerably less employment. There were decided contractions in activity in the mining and logging industries and losses on a smaller scale in construction, communications and trade. Considerable gains were reported in employment in services and transportation.

The value of building permits issued in Ontario amounted to \$34,825,934, as compared with \$45,353,545 in 1943.

### STRIKES

During the fiscal year 1944 there were 90 strikes in Ontario, in which 31,497 workers were involved in a time loss of 134,840 man-working days, as compared with 98 strikes involving 32,582 workers in a time loss of 171,178 man-working days during the previous year. Forty of these strikes were settled within a day, and 35 strikes in the metal products manufacturing caused 85 per cent of the total time loss due to strikes, or 115,091 man-working days.

Of these 90 strikes, 78, or over 86 per cent, lasted less than 5 days, 8 lasted more than 5 and less than 15 days and 4 lasted from 30 to 50 days. In 48 of the strikes less than 100 workers were involved, and the two largest strikes involved 1,000 and 15,000 workers respectively and caused more than 60 per cent of the time loss. Thirty-eight strikes caused a time loss of less than 100 man-working days each and 8 strikes caused more than 1,000 man-working days each.

Analysis of strikes by causes and results will be found on page 33 of this report and further details on pages 56 to 67.

### MEDIATION, CONCILIATION AND ARBITRATION

Conciliation officers of the Department of Labour are available at all times to assist employers and employees in dealing with their labour difficulties and grievances, and in most instances they have been successful in preventing strikes, and, where strikes have occurred, in bringing about speedy settlement with little loss of time.

During the fiscal year 48 boards of conciliation were appointed after investigation had been made by the conciliation officers in an effort to adjust matters in dispute. In the case of grievances



passing through the various stages without agreement, arbitrators were frequently appointed on application to the Minister of Labour by the parties concerned. The conciliation officers acted as arbitrators in 14 such cases involving 76 grievances. They also acted as returning officers in 92 plant elections, and, after the result of the elections was certified, the union receiving the majority vote was recognized by the company as the bargaining agency and a collective bargaining agreement resulted. In the 26 cases ordered by the Ontario Labour Court, the result was reported to the Labour Court and the Court dealt with the matter thereafter.

The conciliation officers undertook for the Regional War Labour Board 545 investigations in plants in all parts of the Province in order to obtain complete information regarding the wage structure, not only in plants under review, but in other plants in similar industries in the same district.

### FACTORY INSPECTION BRANCH

The report of the Factory Inspection Branch gives an indication of the labour situation in the Province due to wartime demands on manpower. The depletion of the supply of adult males resulted in an increase of more than 16,000 in the numbers of women and adolescents employed in the establishments visited by the factory inspectors during the year. The number of inspections made totalled 25,866, as compared with 25,511 in 1943.

It is of interest that such a large proportion of employers working under the pressure of wartime production favoured the shorter working week and a greater use of shift work. The records of hours of work indicate that in the groups of employees working up to 49 hours per week, which include those on 8-hour shifts, there was an increase of approximately 212,000, with a resulting decrease specially marked in the numbers of employees in the groups working from 50 to 53 hours, and also among those working 58 hours and more per week.

The special committee within the Department of Labour appointed by the Minister having authority to grant concessions for night shifts for female workers on war production has granted special authorities to approximately 400 firms covering 66,000 female workers in the past three years. Many of these authorities are for the duration of the wartime emergency.

During the year 16,610 industrial accidents were reported to the Factory Inspection Branch, as compared with 14,521 in 1943, and fatalities totalled 68, as compared with 66 the previous year. Cases of industrial diseases, which are included in the above figures, numbered 490, as compared with 295 in 1943.

The recent amendments to the Factory, Shop and Office Building Act include many important changes for increased protection against accident and health hazards. They also provide for a greater measure of control over the erection of factory buildings, which will make possible the provision of improved health and welfare facilities, and of greater protection against fire.

The Examiner of Reports and Designs approved 714 plans for new factory, shop and office buildings, or additions and alterations to such buildings, the cost of the construction of which amounted to \$20,394,800.

### BOARD OF EXAMINERS OF OPERATING ENGINEERS

During the year a regulation was approved by Order-in-Council providing that operating engineers honourably discharged from the armed forces, who held current certificates at the time of enlistment, and who present themselves for examination for a higher grade of certificate, be allowed, at the discretion of the Board of Examiners, such time served with the forces, or part thereof, as being equivalent to the requirements of the Operating Engineers Act.

The certificates of all grades issued by the Board totalled 17,650, of which 16,024 were renewals, 1,293 were issued upon examination, 12 were provisional certificates, 13 duplicates and 308 plant registration certificates. Candidates examined by the Board totalled 2,342, of whom 1,193 were examined at centres outside Toronto, where 53 examination sessions were

held for the convenience of candidates. Five hundred and forty-two inspections were made by the inspector. The net revenue of the Branch amounted to \$30,922.31, as compared with \$31,367.33 for the previous year.

### BOILER INSPECTION BRANCH

Designs and specifications of all boilers, pressure vessels and fittings, and of proposed refrigeration or steam plants must be submitted to the Boiler Inspection Branch for approval and registration. Inspection must be made during construction of all boilers and pressure vessels intended for use in the Province, and of used boilers and pressure vessels when undergoing extensive repairs or alterations, or being sold or exchanged. During the fiscal year, 373 designs and specifications were surveyed and registered, 2,048 new boilers and pressure vessels were inspected during construction, including inspections of pressure piping installations, and 931 inspections were made of used boilers and pressure vessels. In addition, 6,209 annual inspections were carried out by inspectors of the Branch pursuant to the Factory, Shop and Office Building Act. The certificates issued by the Branch during the year numbered 6,198. The sum of \$46,623.90, received for fees and expenses in connection with the services of the Branch, was transmitted to the Treasury Department.

### INDUSTRY AND LABOUR BOARD

The Industry and Labour Board administers the Industrial Standards Act, the Apprenticeship Act and the Minimum Wage Act. Shortly after the close of the fiscal year, the Board was charged with the administration of the Hours of Work and Vacations with Pay Act, 1944.

**INDUSTRIAL STANDARDS ACT:** At the close of the fiscal year there were 100 schedules of wages and hours and days of labour in effect in the Province pursuant to this Act. Of these schedules, 59 apply to the barbering industry in zones covering 105 municipalities, 31 cover various building trades, and the remaining 10 apply to baking in Ottawa; coal, coal hoisting, gasoline service, soft furniture and taxicab industry in Toronto; brewing, hard furniture, ladies' cloak and suit and men's and boys' clothing for the whole Province.

Arrears of wages collected through the Trust Account from 11 employers on behalf of 22 employees amounted to \$1,609.12, and arrears were paid direct by 10 employers to 19 employees amounting to \$913.91. There were no court cases during the year.

**APPRENTICESHIP ACT:** During the fiscal year 175 apprentices were registered in the building trades, 46 in the motor vehicle repair trade, 106 in hairdressing and one in barbering, a total of 328, as compared with 337 in the previous year. In all trades, 73 contracts were cancelled during the year, 122 were completed and 1,282 apprentices were receiving training at the close of the fiscal year. In addition, 29 contracts of apprenticeship were registered by employers in trades other than designated trades.

At the request of the federal Department of Pensions and National Health, the Apprenticeship Branch is co-operating in the proposed programme for the re-establishment of returned members of the armed forces. A definite plan for training and placement has been drafted by the Provincial Advisory Committee for Building Trades and accepted by the federal Department. A similar agreement has been prepared for the motor vehicle repair trade and is ready for ratification. The facilities of this Branch have been used to good advantage throughout the year in the training and placement of discharged men and the Branch has also co-operated in the establishment of training schools for returned men.

**MINIMUM WAGE ACT:** During the year wage returns were received in the Minimum Wage Branch from 21,798 firms, covering 578,442 employees, of whom 224,459 were female employees. As a result of the disclosure of underpayment in these returns, increases in wages were ordered for 74 female employees in 58 establishments. Arrears of wages amounting to \$206.71 were collected for 9 employees in 8 establishments.

Rates of pay for homework submitted by 360 employers were approved, as these rates were in no case lower than the minimum rates prescribed in the Order under the Minimum Wage Act. Permits for handicapped workers were issued to 53 employers covering the employment of 84 workers.



One employer was prosecuted for violation of two sections of the Minimum Wage Act. A conviction was obtained on a charge of failure to produce records, and a fine of \$10 and costs of \$29 were imposed. The charge for violating Order No. 27 was withdrawn, as arrears of \$39.52 were paid.

### REGIONAL WAR LABOUR BOARD

Immediately following the passing of Order-in-Council P. C. 8253 on October 24, 1941, pursuant to the War Measures Act, the Ontario Regional War Labour Board was established to administer within this Province the Wartime Wages and Cost of Living Order. The Minister of Labour for the Dominion and the Minister of Labour for Ontario co-operated in the selection of six members of the Board, three of whom were nominated by employers' organizations and three by trade union organizations. The Minister of Labour for Ontario accepted the position of chairman of the Board and his Deputy was appointed by him as vice-chairman.

On July 10, 1942, Order-in-Council P. C. 8253 was superseded by the Wartime Wages Control Order P. C. 5963, which in turn was superseded by the Wartime Wages Control Order P. C. 9384 on December 9, 1943.

Briefly the Wartime Wages Control Order is designed to control wage and salary rates for all persons not above the rank of foreman and to make adjustments upon request either by employers or labour unions or associations of employees to the end that wages may be comparable and in keeping with occupational classifications in the different localities within the Province.

Since the inception of the Wartime Wages Control Order and up to March 31, 1944, approximately 16,000 cases have been submitted to the Board, and more than 40 per cent of these cases, representing more than one-half million workers, were dealt with by the Board during the fiscal year 1944.

### GENERAL

The Hon. Charles Daley was sworn in as Minister of Labour on August 18, 1943.

Pursuant to The Labour Relations Board Act, 1944, the Ontario Labour Relations Board was established early in April, 1944. The members of the Board are as follows:

Chairman: Jacob Finkelman, formerly Registrar of the Ontario Labour Court;

Members: Employees' Representatives

Russell Harvey

A. J. Hopcraft

H. J. Padgett

Employers' Representatives

W. J. Corbett

C. E. Shumaker

R. W. Teagle

In August, 1943, the Department suffered the loss by death of one of its valued members, Mr. J. R. Johnson, District Inspector of Apprenticeship for the Ottawa District. Mr. Johnson had been connected with the Department for twenty-five years.

The following members of the staff of this Department enlisted during the fiscal year: Murray Generaich of the Factory Inspection Branch, William Brusso of the Main Office and Pilot Officer Henry R. Holm of the Aircraft Training School, Galt.

I have the honour to be, Sir,

Your obedient servant,

J. F. MARSH,

Deputy Minister of Labour.

## FACTORY INSPECTION BRANCH

CHIEF INSPECTOR, DEPARTMENT OF LABOUR—J. R. PRAIN

EXAMINER OF REPORTS AND DESIGNS—C. G. GIBSON

The fifty-eighth annual report of the Factory Inspection Branch covers the fiscal year ending March 31, 1944, and it is interesting to note that it marks the sixtieth anniversary of the Ontario Factory Act which came into being in 1884.

Industry has expanded greatly since that year and the Act has been amended from time to time to keep pace with this expansion and to meet the ever-growing accident hazard and improve working conditions for employees in general. At the 1944 session of the Legislature amendments to the Factory, Shop and Office Building Act were passed containing many important changes for increased protection against accidents and health hazards and improving sanitary requirements. An outline of these amendments will be found on page 6 of this report.

### INDUSTRIAL HAZARDS

The numbers of accidents reported have increased considerably over last year, but fatalities during the year remained about the same. The employment of large numbers of inexperienced persons in essential war industries, as mentioned in last year's report, is a major cause of accidents. A new section of the Act now makes it compulsory to train thoroughly the "green" help in the operation of machines, and also to have experienced supervisors always available. The danger of scalping is still very much in the forefront and the efforts to reduce accidents of this type are hampered to a great extent by the refusal to co-operate on the part of a large number of female workers, who appear not to realize the tragedy that results from total or even partial scalping. The requirements regarding hair covering have been made more rigid this year and it is hoped there will be an improvement as a result. Otherwise it may be necessary to adopt drastic action against those who continue to refuse the use of safety measures provided for them.

Foot injuries are also on the increase and to a great extent are caused by the use in the factory of improper footwear. The feet should be entirely covered and the shoes made from good leather.

Industrial health hazards have increased to an alarming degree, particularly skin trouble (dermatitis) generally caused by cutting fluids used on certain machines. The Industrial Hygiene Division of the Department of Health has continued active in the field of prevention, and our appreciation is again extended for the help given in coping with the problem.

### CHILD LABOUR

The employment of children contrary to law has been on the increase in recent years. A child is defined in the Factory, Shop and Office Building Act as a person under the age of fourteen years, and it is difficult to understand why so many employers violate this law. A common excuse is that boys and girls give erroneous information, but proof of age should be required before employment is given.

In the amendments to the Act the definition of a "shop" was extended to include bowling alleys, pool rooms and billiard parlours, so that these places of amusement now come under



the jurisdiction of the Factory Inspection Branch, and every effort will be put forth to eliminate child labour.

### HOURS OF LABOUR

Many war industries have been engaged at peak production and it is interesting to note from the tables, Weekly Hours of Labour, on page 18 of this report that a large proportion of these employers favour the shorter working week. An increase in shift work is also evident.

For instance, in the groups working up to 49 hours per week, which would include 8-hour shifts, the numbers of males employed increased during the year from 111,804 to 254,507, and of females from 81,532 to 151,135. On the other hand, in the groups of those working 50 to 53 hours per week, the numbers of male employees decreased from 170,171 to 79,202, and of females from 80,438 to 48,570. Employees working from 54 to 57 hours per week would, in many instances, be on a 9-hour shift, and in this group the number of males increased from 52,964 to 81,323, and in the case of women from 19,830 to 31,998. In the groups of 58, 59 and 60 hours and over, a great change is shown in the numbers of males and females employed, which decreased from 153,141 to 65,812.

### SPECIAL AUTHORITIES

As in the previous years of the war, special authorities were issued by the Department of Labour for multiple shifts for female workers covering the entire twenty-four hours per day and for not more than six shifts per week. In a number of cases the permissions covered two 10-hour shifts, because of the shortage of help and of supervisory staffs for three shorter shifts.

The number of firms to which special authorities were issued during the year and the number of female employees affected are as follows:

2 8-hour shifts.....	11 firms.....	1,637 female employees
2 9-hour shifts.....	19 firms.....	2,289 female employees
2 10-hour shifts.....	65 firms.....	7,854 female employees
3 8-hour shifts.....	45 firms.....	6,242 female employees
Totals.....	140 firms.....	18,022 female employees

Some of the above authorities were issued to continue during the wartime emergency.

### BAKING INDUSTRY

The shortage of help continued a problem in the baking industry and, as a result, the employment of women on night work was still authorized, thus helping to keep the production of bread at the required standard. Seven additional firms were granted special authorities enabling the employment of women on a night shift of ten hours. These firms employed 192 women. As authorities previously issued still continue in effect during the period of the war, 31 such authorities were effective in the Province at the close of the year, with 1,635 women working on shifts in these bakeshops. Two baking firms obtained permits under Section 69 to employ male bakers on six specific occasions beyond the limit of 9 hours per day specified in this section.



### RESTAURANTS

Forty-seven additional permits were issued under the provisions of section 29 of the Act, extending the closing hour for the employment of women in restaurants until 2 a.m. These permits do not extend the actual working hours of the women, which are limited to ten per day and must be served within twelve consecutive hours. If women are to be employed until 2 a.m. under these permits, their work period must not commence earlier than 2 p.m. on the previous afternoon. In 1942, 693 such permits were issued under these provisions, and 136 in 1943, and they continue effective during the war period.

Special authorities were issued in plants on direct war work to enable the employment of women in cafeterias, which are operated on the premises for the exclusive use of employees in the plant, on shifts similar to those pertaining in the plant, and 26 such authorities were issued in 1944. The previous year 33 similar authorities had been issued and continued in effect.

### HOMEWORK

The difficulties in non-essential industries through lack of help resulted in more work on wearing apparel and household articles being performed in the homes. Consequently many permits were issued to homeworkers in accordance with section 49 of the Act, and prices to be paid for the work performed were in every instance approved by the Minimum Wage Branch. At the present time 6,431 homeworkers throughout the Province are receiving work from 401 employers.

### ENFORCEMENT OF THE FACTORY ACT

Strict enforcement of the Factory, Shop and Office Building Act has continued throughout the year. The members of the staff have worked under continuous pressure, have inspected approximately 1,500 more firms than last year, sometimes being called out in the middle of the night.

It is frequently difficult to have the safety requirements put into effect where peak production is essential, and a partial stoppage of a machine is serious, but in most instances employers have co-operated with the inspectors in their endeavour to keep down preventable accidents.

During the winter a one-week conference of all inspectors was held at which papers were presented on the subjects of safety and the guarding of machinery. The full discussion of the problems of enforcement and the interchange of experiences and opinions proved of great value in maintaining and improving the efficiency of this Branch.

### PLANS FOR BUILDINGS

The Examiner of Reports and Designs approved 714 plans of new factories, shops and office buildings or additions and alterations to such types of buildings during the fiscal year. The cost of constructing these buildings amounted to \$20,394,800. During the previous year, 751 plans were approved and the total value was \$32,567,070. Thus it will be seen that the trend has been away from very large new factory buildings and toward additions and alterations to existing plants.

To compare the growth of the various industries and trades in Ontario during the year, the accompanying table has been compiled.

## CLASSIFICATION OF APPROVED BUILDING PLANS

Trade or Industry	No. of Plans	Value of Buildings	Percentage of Total Value
Chemicals.....	61	\$1,051,300	5.16
Clay, Glass and Stone.....	23	292,600	1.43
Clothing.....	18	76,600	.38
Conveyances.....	69	2,332,850	11.43
Food.....	80	1,526,500	7.48
Garages.....	13	61,400	.30
Laundries and Cleaners.....	10	67,200	.32
Leather.....	2	5,000	.03
Lumber.....	5	65,000	.32
Metals.....	235	4,131,600	20.22
Offices.....	21	132,600	.65
Paper Trades.....	5	412,500	2.02
Printing and Publishing.....	6	31,300	.15
Rubber.....	58	8,865,000	43.52
Shops.....	3	18,000	.09
Tobacco.....	2	3,500	.02
Textiles.....	35	627,250	3.08
Warehouses.....	40	517,100	2.54
Wholesale.....	4	12,000	.05
Woodworking.....	16	104,100	.51
Unclassified.....	8	61,400	.30
TOTALS.....	714	\$20,394,800	100.00

The rubber industry accounted for 43.52 per cent of the total construction due to the synthetic rubber plant at Sarnia being completed during the year. The buildings approved last year for this plant were placed in the chemical group, because of the essentially chemical nature of the initial processes. The final product has gone far in controlling critical shortages and the plant is a model for the latest equipment and techniques.

The metals group showed the second greatest amount expended for construction. The increase of capacities of plants for steel and aluminum production represented the largest individual values but the smaller metal-working shops were in the majority as regards numbers.

The first foundry solely for the production of magnesium castings was put into operation during the year. Much thought was given to the reducing of fire hazards to a minimum, as a fire of this material, when once ignited, is difficult to extinguish. Special water-wash systems were installed for the grinding, etc. of the castings. Good ventilation was another important item as considerable sulphur is used in the process.

In the conveyances group, the aircraft plants continued to expand, and even at the close of the year, it was evident that still further additions, largely for storage of raw materials and component parts, would be necessary. The shipbuilding programme necessitated 19 additional plan approvals costing \$229,050. Included in these approvals were some improvements to employees' service buildings at one large plant which were specifically recommended by the Factory Inspection Branch.

The demands for processed food for the armed forces, civilians, and the potential needs of countries to be liberated from enemy control have all combined to make food factory expansions necessary. There were 80 approvals with a total value of \$1,526,500, compared with 53 approvals valued at \$564,500 last year. One new vegetable dehydrating plant was erected and all of its production is going to the armed forces or civilians overseas. The majority of the approvals were for canning factories.



The chemical industry again showed a healthy growth, particularly those plants which are capable of producing for other than war purposes. Included in this group is one for manufacturing fatty acids which are so widely used in making soap, lubricants and emulsions. The manufacture of basic plastic materials has been accelerated and at least four new buildings to house plastic-working equipment were built.

Warehouses and storage buildings having a value of \$517,100 as compared with \$282,750 last year were erected. An increasing number of co-operative cold storage warehouses were constructed. As Ontario is the headquarters of many of the large construction companies engaged on the Alaskan Highway, it was found necessary upon completion of the project to provide storage and repair space for a great deal of their heavy road-building machinery until local work of this type starts again in the postwar period.

Fifty-seven special reports were furnished at the request of the Dominion Controller of Construction to assist that officer in determining the essentiality of buildings that might affect the safety, health and welfare of employees. Practically all of the applications were found to be desirable and in the best interests of employees and the production of war materials. They were therefore upheld by this Branch. The applications covered such subjects as elevators, ventilation systems, improved sanitary, locker and lunch room facilities and general repairs to buildings.

Steel was again made available for the erection of fire escapes about halfway through the year and thus no more temporary wooden structures were approved after that date.

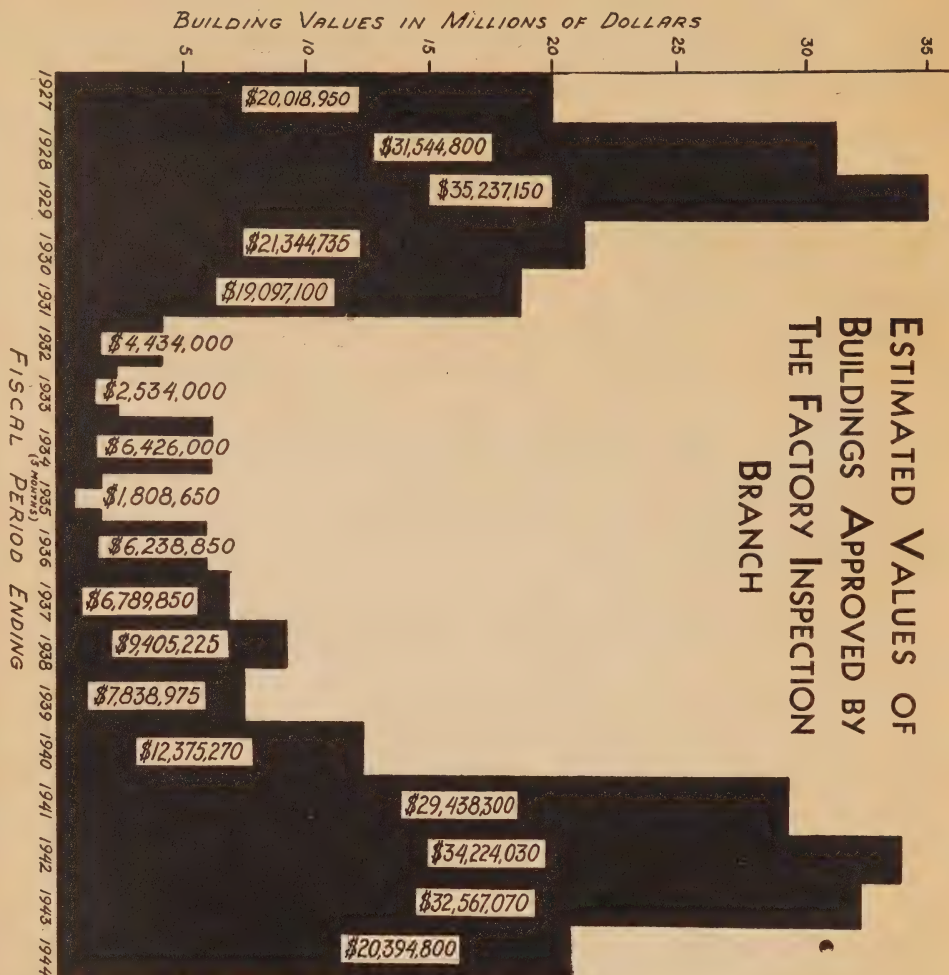
Considerable progress has been made in encouraging employers to forward detail drawings of local and general ventilation systems for approval by the Factory Inspection Branch and Industrial Hygiene Division. It has long been evident that, while much money has been spent on such systems, they have not always produced the desired improvement in working conditions, chiefly because of faulty design and installation of the collection hoods and exhaust ducts. Plan approval before installation can practically eliminate the repetition of the more common defects of this type.

The entry of women into unusual trades such as breweries, artificial abrasive plants, pulp and paper plants and railway shops has made necessary the provision of suitable quarters for their use.

A total of 142 field inspections were made by the Examiner of Reports and Designs, chiefly to facilitate the approval of plans and to investigate special hazards such as lack of exits, floor overloadings, and dangerous processes that were reported by the inspectors. While a number of orders were issued for the loading of floors only within the calculated safe limits, no employees were injured through the collapse of buildings. Considering the general lack of available floor space and the heavy production demands, this record speaks well for the vigilance of the inspection staff in this regard.

Six hundred and ten office interviews were held to discuss with owners and employers the approval of plans and other subjects under the Branch's jurisdiction. This number of interviews shows a gain of 64 over last year's total of 536 although 37 fewer plans were approved. Preliminary discussions of projects prior to completion of the working drawings have been encouraged as the revision of final drawings can be reduced to a minimum by this procedure. The discussions, particularly of involved chemical processes, were always most interesting and mutually instructive as the prevention of accidents and industrial diseases by proper design presents many problems which can only be overcome by definite recommendations.

As in past years, the practice of notifying employers of their obligations regarding the submission of plans before erection of buildings was continued and 271 such letters were sent as compared with 257 last year.





The 1944 amendments to the Factory, Shop and Office Building Act provide for a greater measure of control over the erection of factory buildings in accordance with approved plans and also provides heavier penalties for violations. The amendments will make easier the provision of improved health and welfare facilities, fire prevention and exits when factories are being built, and also for those shops and office buildings over two storeys.

During the year an article was written for the Journal of the Royal Architectural Institute of Canada describing recommended good practice in the design of personal service facilities for industrial employees. Requests for reprints of the article have been received from interested persons in every province, numerous states and Australia.

The total values of buildings approved by the Factory Inspection Branch during each of the past eighteen years are shown on the accompanying diagram.

### INSPECTION STATISTICS

The following is the distribution of the services rendered by the inspectors of the Composite Inspection Branch:

FACTORY INSPECTION BRANCH:	1943	1944
First inspections.....	14,573	16,027
Second inspections.....	5,473	4,889
Visits re homeworkers.....	3	—
Visits re fruit camps.....	69	47
	20,118	20,963
Apprenticeship Branch.....	1,908	1,585
Industrial Standards Branch.....	320	345
Main Office.....	169	244
Minimum Wage Branch.....	483	318
Operating Engineers Branch.....	169	119
Steam Boiler Branch.....	2,344	2,292
	5,393	4,903
TOTALS.....	25,511	25,866

In addition there were investigations of accidents and the usual visits, office calls and conferences incidental to inspections.

Employees in the above visited industries, mercantile establishments and office buildings numbered 747,452, classified as follows:

Fiscal years	Males over 16	Males 14-16	Females over 18	Females 14-18	Totals	Children under 14 dismissed
1943	508,514	517	243,289	791	753,111	97
1944	486,617	6,012	247,525	7,298	747,452	312

The figures show a decrease this year in the number of adult male workers employed and an increase in the numbers of youths and female workers employed in the industries visited.

## WEEKLY HOURS OF LABOUR

## Male Employees

Hours	Up to 49	50 to 53	54 to 57	58 and 59	60 and over	Totals
Firms 1944.....	4,599	1,515	2,156	148	3,252	11,670
Employees 1943..	111,804	170,171	52,964	38,833	72,601	446,373
1944..	254,507	79,202	81,323	13,555	38,516	467,103

## Female Employees

Hours	Up to 49	50 to 53	54 to 57	58 and 59	60 and over	Totals
Firms 1944.....	5,683	978	626	106	123	7,516
Employees 1943..	81,532	80,438	19,830	13,895	27,812	223,507
1944..	151,135	48,570	31,998	5,913	7,828	245,444

## Total Employees

	Up to 49	50 to 53	54 to 57	58 and 59	60 and over	Totals
Employees 1943..	193,336	250,609	72,794	52,728	100,413	669,880
1944..	405,642	127,772	113,321	19,468	46,344	712,547

Also 34,905 employees, male and female, employed by 1,986 firms were working approximately 50 hours per week.

## Overtime Permits, Employment of Females until 9 p.m.

## Section 30 of the Factory, Shop and Office Building Act

Fiscal Years	1942	1943	1944
Number of firms using permits.....	759	775	545
Number of permits issued.....	3,482	2,569	2,079
Number of nights worked.....	21,198	15,892	12,497
Number of female workers employed overtime....	17,289	12,858	24,267

## Double Shift Permits, Employment of Females between 6 a.m. and 11 p.m.

## Section 31 of the Factory, Shop and Office Building Act

Fiscal Years	1942	1943	1944
Number of firms using permits.....	151	135	116
Number of permits issued.....	347	251	215



**Special Authorities granted for Employment of Females  
on Multiple Shifts beyond the Limitations of Sections  
30 and 31 of the Factory, Shop and Office Building Act**

Fiscal Years	1942			1943			1944		
Shifts	Firms	Employees		Firms	Employees		Firms	Employees	
		Male	Female		Male	Female		Male	Female
2 8-hour shifts.	3	853	264	14	7,368	1,387	11	1,744	1,637
2 9-hour shifts.	5	5,053	2,540	16	2,542	1,967	19	5,101	2,289
2 10-hour shifts.	44	25,578	7,748	94	35,555	13,020	65	20,436	7,854
3 8-hour shifts.	28	22,989	12,371	63	32,891	8,752	45	24,944	6,242
Totals.....	80	54,473	22,923	187	78,356	25,126	140	52,225	18,022

Note: Some of the above authorities were issued to continue during the wartime emergency.

The number of orders issued relating to various requirements of the Factory, Shop and Office Building Act totalled 16,293 during 1944, as compared with 10,605 in 1943.

### VIOLATIONS

Violations of the acts in the enforcement of which the inspectors have a responsibility were reported as follows:

	1943	1944
Adolescent School Attendance Act.....	153	197
Minimum Wage Act.....	1,714	1,872
Operating Engineers Act.....	84	351
Steam Boiler Act.....	2	4
Totals.....	1,953	2,420

Violations of the Minimum Wage Act were in connection with failure of employers to keep minimum wage cards posted in their establishments.

### PROSECUTIONS

Proceedings were taken against 15 firms for violation of section 29 of the Factory, Shop and Office Building Act. Convictions were recorded in 13 cases and two cases were dismissed.

Hours for youths, young girls and women—Section 29.....13 convictions  
2 cases dismissed

## COMPLAINTS

Two hundred and fifty-nine complaints were received during the year. Upon investigation, sufficient grounds for complaints were found in 164 cases, insufficient grounds in 64 cases and 31 cases concerned matters or premises not under the jurisdiction of the Factory Inspection Branch. Subjects of complaints were as follows:—

	1943	1944
Adolescents.....	..	9
Child labour.....	25	45
Dust.....	7	12
Elevators.....	5	9
Fire hazards.....	17	12
Fumes.....	4	21
Guarding machinery.....	2	1
Heat.....	32	6
Light.....	..	1
Long hours.....	55	35
Long hours for bakers.....	3	..
Lunch period.....	1	1
Miscellaneous.....	96	56
Multiple.....	17	18
One Day's Rest in Seven Act.....	4	1
Safety of building.....	1	1
Sanitation.....	17	22
Toilet accommodation.....	10	2
Ventilation.....	4	7
Working without double shift permit.....	2	..
Working without overtime permit.....	7	..
	<u>309</u>	<u>259</u>



## EXPLOSIONS

Eighty-one explosions were reported during the year, eight of which took place towards the close of the previous fiscal year. Seventy-eight of these explosions caused injuries to 103 employees, and injuries proved fatal to nine employees.

Explosions causing injuries were as follows:

- January 25, 1943... Tank exploded in face of workman who was using a torch to repair a leak in tank.
- February 5..... Explosion of gas took place when door of stoker was opened.
- March 11..... When furnace was being charged, wet zinc caused metal to explode.
- March 19..... When pit was being cooled to facilitate removal and the underside of pit was still hot and some portions partly fluid, an explosion occurred which blew slag, steam, hot water and dust over workman.
- March 26..... Explosion of acetylene generator.
- March 28..... Furnace exploded when being skimmed with ladle.
- March 29..... Zinc refinery retort exploded.
- March 30..... Explosion occurred in phthalic anhydride.
- April 3..... While the fuse tester was being used in enamel department, bulb exploded.
- April 12..... Furnace exploded when being charged with wet metal.
- April 13..... While workman was sheeting mill boiler house a tube exploded.
- April 16..... When box of cuttings was being emptied into furnace to bring down heat, the metal exploded.
- April 19..... A valve which regulated the flow of carbide broke, permitting the charge of carbide in the carbide chamber to drop into the water causing excessive pressure and the generator took fire and exploded.
- April 26..... A wet ladle put in the pot caused an explosion.
- April 24..... Molten metal was poured into ditch and steam formed causing an explosion.
- May 7..... During the process of varnish making, varnish exploded in kettle.
- May 7..... Flash occurred in coking drum due to accumulation of gas.
- May 13..... While highly fluxed aluminum skim was being charged into back of furnace, metal exploded.
- May 13..... While furnace was being charged, metal exploded.
- May 16..... The charging of furnace with wet copper caused explosion.
- May 27..... While match combs were being packed into containers, the combs took fire and exploded.
- May 28..... Furnace exploded when being charged with copper tubing.
- June 16..... A tin which contained oil exploded when rubbish was being burned.
- July 6..... Extractor exploded.
- July 7..... A slight explosion occurred when a piece of scrap pipe open at both ends was being burned.
- July 20..... Explosion of fire extinguisher.
- July 21..... Explosion occurred when metal was being poured from ladle into ingot.
- August 8..... A furnace blew up when it was being charged with press scrap metal.
- August 13..... A slight explosion occurred when hammer blow pressed water particles leaking from gland of hammer against hot steel.
- August 23..... Metal exploded.
- August 24..... Molten aluminum exploded when being poured into mould.
- August 31..... While cartridge shell cases were being charged into crucible of molten metal, one shell exploded.

## EXPLOSIONS—(Continued)

- September 10. . . . Hot zinc exploded when being poured into crusher.
- September 15. . . . Dampness caused furnace to explode when it was being charged with scrap.
- September 21. . . . Explosion occurred in filling machine.
- September 22. . . . Oil, with which bolts had been treated, caused an explosion when bolts were immersed suddenly in hot cyanide.
- September 22. . . . Explosion occurred when floor was being cleaned with gasoline.
- September 24. . . . Water cooler door in front of incinerator exploded.
- September 28. . . . Hydrocarbon gas formed when furnace being filled with oil continuously failed, and an explosion occurred.
- September 30. . . . A worker's injured finger was under detonator and as she twisted mould, detonation occurred blowing downward against finger.
- October 14. . . . . A sand hole in burning lead exploded while being stirred.
- October 20. . . . . Shells being stirred in metal, metal exploded.
- October 22. . . . . While furnace was being loaded with aluminum pig, one piece being damp caused an explosion.
- October 27. . . . . While furnace was being charged with yellow brass scrap, some of scrap exploded.
- November 1. . . . . Gas exploded as worker was lighting fire.
- November 6. . . . . Explosion of dust in dry starch elevator.
- November 10. . . . . Gas lantern exploded.
- November 13. . . . . Explosion in engine room.
- November 17. . . . . When worker put a cold ingot into pot of hot metal, the pot exploded.
- November 19. . . . . Explosion in oven caused by air entering through the open observation ports and mixing with the air in furnace.
- November 24. . . . . Ammonia tank exploded.
- November 24. . . . . Furnace exploded when being charged with wet scrap.
- December 1. . . . . A flash explosion occurred when a workman, preparing to paint a fuel tank, turned on the electric light in the interior.
- December 6. . . . . Metal being poured from ladle into pig exploded.
- December 6. . . . . Furnace being charged exploded.
- December 9. . . . . Metal being poured exploded.
- December 13. . . . . Boiling cyanide exploded when parts were being put in for hardening.
- December 22. . . . . Oil tank exploded.
- December 23. . . . . Furnace being charged with copper metal exploded.
- December 24. . . . . A lighted torch being held by a workman working under an engine which was being lighted up caused an explosion when oil ran down through the grates into the ashpan.
- December 28. . . . . Wet scrap caused furnace to explode.
- December 30. . . . . Explosion occurred in building containing a machine for mixing material for brown smoke bombs.
- January 3, 1944. . . . Wet metal caused furnace to explode.
- January 7. . . . . While opening a main wall switch, a heavy arc was produced causing an explosion.
- January 13. . . . . A five-gallon can of alcohol ignited causing an explosion.
- January 20. . . . . Furnace blew up when being charged.



## EXPLOSIONS—(Continued)

January 22.....	While arc acetylene generator tank was being washed out, workman struck a match to see into the tank. The fumes ignited and blew out the opening.
January 27.....	Block of three prisms exploded when being removed from machine.
January 31.....	A torch exploded while a workman was lining tank with lead.
February 1.....	Water being run on glass to cool it got under glass causing it to form steam and explode.
February 3.....	Furnace being charged with wet copper exploded.
February 4.....	Tank exploded.
February 8.....	Solution in pail exploded.
February 20.....	An explosion occurred when burner under molten pot was being lighted.
February 22.....	A sand-drying stove exploded when shovelful of coal was thrown in.
February 29.....	A furnace exploded when being charged with scrap.
March 4.....	Explosion occurred when expansion valve came off methyl chloride refrigerator coil.
March 23.....	Furnace exploded when being charged.

## ACCIDENTS

During the year 16,610 accidents were reported to the Factory Inspection Branch as compared with 14,521 reported in 1943, and 68 were fatal accidents as compared with 66 the previous year.

Fatalities were due to:

Burns and scalds.....	14
Cranes and derricks.....	1
Elevators.....	6
Electricity.....	6
Engines and cars.....	2
Explosions.....	9
Falling substances.....	2
Falls.....	8
Jammed between articles.....	1
Sprains and strains.....	1
Belts, pulleys, shaftings.....	3
Press.....	1
Barker.....	1
Centrifugal machinery.....	1
Lathes.....	1
Machinery connections.....	1
Trucking.....	2
Other machinery.....	2
Miscellaneous causes.....	4
Industrial diseases.....	1
Natural causes.....	1
Total.....	68

PROVINCE OF ONTARIO  
Summary of Accidents for the

Cause of Injury	Head and Face				Upper Extremities								Trunk							
	Face	Head	Eyes	Ears	Hand	Fingers	Thumb	Arm	Shoulder	Wrist	Elbow	Other	Ribs	Thigh	Back	Stomach	Chest	Side	Hips	
Burns and scalds.....	22	6	75	2	84	34	6	66	5	24	1	10	...	3	4	...	1	3	...	
Cranes and derricks.....	4	5	1	..	6	16	7	2	1	1	2	2	1	1	..	2	1	..	..	
Elevators.....	..	6	2	..	3	1	..	1	..	1	..	1	..	..	..	..	2	..	..	
Electricity.....	1	1	27	..	..	2	..	..	..	..	8	..	..	..	..	..	..	..	..	
Engines and cars.....	4	5	1	..	3	9	2	3	..	5	..	2	..	..	2	..	1	..	..	
Explosions.....	4	2	4	..	3	1	..	3	..	..	5	..	..	..	..	..	..	..	..	
Falling substances.....	26	98	9	1	97	215	53	44	20	31	11	10	21	11	23	..	15	10	8	
Falls.....	8	56	6	1	56	35	16	65	60	86	52	73	155	7	169	6	50	64	28	
Flying missiles.....	43	18	481	10	24	20	12	27	2	9	3	22	2	4	2	2	5	3	1	
Foreign substances in eyes..	..	..	344	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Hand tools.....	6	2	3	..	46	76	44	4	..	5	3	6	2	..	..	..	2	..	..	
Hooks, chains, cables.....	..	5	1	..	11	25	7	1	..	2	..	2	..	..	..	..	..	..	..	
Infected wounds.....	8	2	10	1	189	417	122	24	..	15	20	6	..	..	..	..	..	..	..	
Jammed between articles....	..	..	..	..	106	552	125	17	2	18	1	9	1	3	4	..	7	2	..	
Sprains and strains.....	..	..	2	..	22	18	24	51	112	117	5	118	4	6	86	8	20	191	26	
Machinery and Connections	Rolls.....	..	..	..	19	50	8	2	..	1	1	1	..	1	..	..	..	..	..	
	Gears, cogs, sprockets....	..	..	..	4	23	1	..	..	1	1	1	..	..	..	..	..	..	..	
	Belts, pulleys, shafting...	1	2	1	..	15	31	10	12	..	4	..	..	..	2	..	..	..	..	
	Saws.....	2	1	..	24	97	36	3	..	1	..	..	..	1	..	1	..	..	2	
	Planer.....	..	..	..	4	10	..	1	..	2	..	..	..	..	..	..	..	..	..	
	Drill.....	1	9	2	..	31	42	19	8	..	3	..	2	1	..	1	2	..	..	
	Milling Machinery.....	..	1	..	9	43	9	3	..	3	1	..	..	..	..	..	..	..	..	
	Shears.....	..	..	1	..	1	26	13	2	..	..	..	..	..	..	..	..	..	..	
	Emery wheel.....	..	1	..	10	23	14	1	..	3	1	..	..	..	..	..	..	..	..	
	Press.....	..	4	..	28	148	21	4	1	2	..	1	..	..	..	..	..	..	..	
	Punch.....	..	2	..	5	100	13	1	..	1	..	..	..	..	..	..	..	..	..	
	Dies.....	..	..	..	2	32	..	2	..	..	..	..	..	..	..	..	..	..	..	
	Barker.....	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Calender.....	1	..	..	..	6	..	..	..	..	1	..	..	..	..	..	..	..	..	..
	Cutter knives.....	..	..	..	17	63	16	6	..	1	1	..	..	..	..	..	..	..	..	..
	Conveyers.....	..	..	..	5	7	..	1	..	..	..	..	..	..	..	..	..	1	1	..
	Hammers.....	1	3	..	7	14	5	..	..	1	..	..	..	1	..	..	..	..	..	..
	Jointers.....	..	..	..	19	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Stitcher.....	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Loom.....	..	..	1	..	2	5	..	2	..	..	..	..	..	..	..	1	..	..	..
	Centrifugal machinery...	2	4	1	1	1	1	1	1	..	2	1	1	..	..	1	..	1	..	..
	Paper machinery.....	..	1	..	8	21	2	7	..	1	..	1	1	..	..	..	..	..	..	..
	Spinning machinery.....	1	..	..	6	11	..	1	..	..	..	..	..	..	..	..	..	..	..	..
	Winders.....	1	..	..	3	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..
	Grinding wheels.....	..	..	2	27	81	14	5	..	2	3	2	..	1	1	..	1	2	..	..
	Lathes.....	..	3	..	19	46	11	4	..	4	..	1	..	..	1	..	..	..	..	..
	Machinery connections...	6	7	1	1	55	210	50	20	..	14	6	4	2	..	..	5	2	..	..
	Wiredrawing, etc.....	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Trucking.....	3	9	1	..	21	35	5	9	3	7	3	12	15	1	4	1	6	7	2
	Other machinery.....	4	6	..	..	45	163	34	18	3	11	2	2	2	..	1	..	1	..	..
	Miscellaneous causes....	20	58	50	3	205	367	126	65	15	58	84	51	42	9	18	3	23	25	6
	Spoolers.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Industrial Diseases.....	15	2	4	..	60	10	1	39	..	6	..	75	..	2	..	2	..	..	..	
Fumes.....	..	..	2	..	..	..	..	..	..	..	..	19	..	..	..	..	2	..	..	
Natural causes.....	..	1	..	..	..	..	..	..	..	..	..	1	..	..	1	1	..	..	..	
Heat prostration.....	..	1	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	
TOTALS.....	184	321	1032	20	1284	3117	830	526	224	440	204	451	249	51	919	27	145	311	74	



## FACTORY INSPECTION BRANCH

Fiscal Year Ending March 31, 1944

		Lower Extremities										Class of Industry																			
Groin	Abdomen	Legs	Foot	Toes	Knee	Ankle	Multiple	FATAL	TOTALS	Pulp and Paper Trades	Metal Trades	Rubber and Rubber Goods	Textiles	Food	Lumber	Laundries	Chemicals	Conveyances, etc.	Transportation	Clay, Glass and Stone	Unclassified Trades	Leather Goods	Woodworking	Wearing Apparel							
1	3	42	128	4	3	27	206	14	774	27	471	15	10	28	3	1	67	38	30	53	20	7	4	..							
..	..	7	11	6	2	2	18	1	99	3	74	..	..	..	..	..	..	10	1	8	1	1	..	..							
..	..	3	18	5	2	2	14	6	67	8	15	1	7	15	1	..	3	1	1	1	12	..	2	..							
..	..	..	..	..	..	..	10	6	55	3	36	..	..	..	1	1	..	2	2	1	8	1	..	..							
..	1	7	5	4	1	..	22	2	79	..	33	..	1	8	3	..	6	7	12	7	2	..	..	..							
..	1	1	3	..	..	..	3	64	9	103	63	1	..	6	1	..	13	4	3	4	1	..	7	..							
4	5	197	654	1102	53	62	160	2	2942	208	1804	54	35	77	47	..	52	328	82	172	40	2	39	2							
18	5	126	71	18	186	89	360	8	1874	159	920	41	71	112	29	1	61	178	55	118	78	11	27	13							
..	4	16	3	4	8	3	17	..	745	30	502	6	11	13	13	..	36	62	9	26	20	1	15	1							
..	..	..	..	..	..	..	..	..	344	19	221	6	5	11	10	..	22	29	2	10	8	1	..	..							
2	..	8	10	3	10	3	3	..	238	18	155	1	4	3	7	..	5	20	5	12	5	..	2	1							
..	..	5	9	5	3	..	2	..	78	24	25	2	1	5	5	..	1	5	1	6	1	..	2	..							
1	..	32	27	6	14	13	9	..	916	56	551	19	17	47	14	..	11	93	10	41	16	4	28	9							
4	4	38	43	17	9	15	35	1	1013	55	590	22	16	31	14	..	29	96	42	77	17	2	22	..							
155	59	31	41	1	110	235	70	1	2113	169	1139	57	56	80	18	..	51	246	47	137	72	14	26	1							
..	..	2	..	1	..	..	6	..	92	26	31	5	13	3	..	..	..	..	..	8	2	1	3	..							
..	..	1	1	..	..	..	..	..	33	3	15	1	5	3	1	..	..	1	..	2	1	..	1	..							
..	..	4	1	..	1	3	12	3	102	6	41	4	9	14	2	..	4	..	4	10	4	2	2	..							
1	3	2	1	..	1	..	1	..	177	13	60	13	3	3	26	..	1	11	3	3	6	..	35	..							
..	..	..	..	..	..	..	1	..	18	..	10	1	..	..	..	..	1	..	1	1	..	..	4	..							
1	..	..	2	1	..	..	10	..	135	4	94	1	1	1	3	..	..	23	2	3	..	2	1	..							
..	1	1	..	..	..	..	1	..	72	..	64	..	..	..	..	..	..	5	..	1	..	2	..	..							
..	..	2	..	..	..	..	1	..	46	..	42	..	..	1	..	..	1	1	1	1	..	..	..	..							
..	..	..	..	1	..	..	..	..	54	1	32	1	..	1	..	..	..	14	2	2	..	..	1	..							
..	..	2	..	2	..	..	2	1	216	14	159	6	1	3	..	..	3	17	2	5	3	2	1	..							
..	..	..	..	1	..	..	..	..	123	4	95	..	1	..	..	..	..	17	..	1	3	1	1	..							
..	..	..	..	..	..	..	2	..	38	3	24	..	..	..	..	..	2	..	..	3	4	..	..	..							
..	..	..	..	..	..	..	1	..	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..							
..	..	..	..	..	..	..	8	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..							
1	..	2	..	..	..	..	..	..	107	9	38	12	16	6	..	..	1	2	..	4	4	4	10	1							
1	..	1	4	..	2	2	2	..	27	3	15	1	1	4	2	..	..	1	..	..	..	..	..	..							
..	1	..	..	..	..	..	..	..	33	1	25	3	..	..	..	..	..	..	2	1	..	1	..	..							
..	..	..	..	..	..	..	..	..	22	1	10	..	..	..	1	..	..	2	3	1	..	..	4	..							
..	..	..	..	..	..	..	4	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..							
1	..	2	..	1	..	..	2	1	13	..	13	1	..	1	1	..	1	..	5	..	1	..	2	..							
..	..	1	..	..	..	..	5	..	48	42	2	..	..	1	..	..	..	..	..	1	..	2	..	..							
..	..	..	..	..	..	..	2	..	21	..	2	..	19	..	..	..	..	..	..	..	..	..	..	..							
..	..	1	..	1	..	..	2	..	14	8	5	..	..	..	..	..	..	..	..	1	..	..	..	..							
..	..	1	2	..	4	..	5	..	153	4	123	1	1	..	..	..	1	14	..	7	2	..	..	..							
..	..	2	1	..	..	..	6	1	99	3	72	..	1	..	..	..	..	10	2	4	1	3	3	..							
..	1	6	5	..	5	2	6	1	409	16	242	10	32	27	5	..	11	16	2	16	8	3	18	3							
..	..	1	..	..	..	..	1	..	4	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..							
3	4	49	61	90	14	12	34	2	413	34	194	11	12	35	6	..	10	46	16	20	16	5	8	..							
3	..	3	7	3	2	1	19	2	332	9	205	8	19	15	7	..	9	16	2	8	6	9	17	2							
16	11	135	112	54	130	42	70	4	1802	121	968	34	63	112	50	2	53	153	22	87	75	7	41	14							
..	..	..	1	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..							
..	2	15	1	..	2	2	251	1	490	9	268	21	13	11	..	..	12	97	..	45	6	4	4	..							
..	1	1	..	..	..	..	1	..	26	3	18	1	..	..	..	..	2	1	..	1	..	..	..	..							
..	..	..	..	..	..	..	2	1	7	..	3	..	..	..	..	..	1	2	1	..	..	..	..	..							
..	..	..	..	..	..	..	..	..	4	1	..	..	..	..	..	..	..	2	1	..	..	..	..	..							
212	106	744	1224	1330	564	518	1435	68	16610	1128	9473	364	459	679	270	4	472	1581	363	914	437	89	330	47							

**BOARD OF EXAMINERS OF OPERATING ENGINEERS****CHAIRMAN: JOHN SHARP****MEMBERS: W. J. SCOTT, S. G. ROSE**

In compliance with section 3 of the Operating Engineers Act, the Board presents the thirty-fifth annual report for the fiscal year ending March 31, 1944.

The activities of this Branch have remained fairly constant when compared with preceding years. There was a small decrease in the net revenue and the number of certificates issued, and an increase in the number of new plant registration certificates issued, violations reported and investigated and the sale of engineering text books. The number of candidates writing the examinations was slightly less than the previous year, but the number of candidates who failed to pass increased considerably. Considering the manpower shortage in industry today, enforcement of the regulations has been entirely satisfactory, both in regard to the employer and the operating engineer.

The Board, realizing that some equitable time allowance should be given to engineers in the armed services, obtained by Order-in-Council a regulation providing that operating engineers in His Majesty's armed forces, who held a current certificate at the time of their enlistment, and who have been honourably discharged, and who present themselves for examination for a higher grade of certificate, be allowed, at the discretion of the Board of Examiners, such time served with the forces, or part thereof, as being equivalent to the requirements of the Operating Engineers Act.

The attached financial report shows a net revenue of \$30,922.31, being \$445.02 less than the previous year.

The number of applications reviewed by the Board was 932, of which number 101 were rejected as not complying with the requirements of the Act. A total of 17,650 certificates of all grades was issued and does not include certificates maintained in good standing of engineers in the armed services. The number of plant registration certificates issued was 308, an increase of 73 per cent over the previous year.

There were 1,149 candidates who wrote the examinations at Toronto and 1,193 who wrote at other centres in Ontario. The number of candidates who failed to obtain sufficient marks to pass was 44 per cent of the total. The apparent reason for this increase in examination failures is that candidates without sufficient study are trying to obtain a higher grade of certificate, which automatically carries an increase in the wage schedule set by the Regional War Labour Board.

Enforcement of the regulations in co-operation with National Selective Service administration is a major problem, as there are still some plants classified as non-essential for which engineers cannot be supplied under existing conditions. Two hundred and sixty-six new cases of violations were reported and acted upon toward obtaining compliance without recourse to court action in any of the cases reported, such action not being considered advisable under existing labour controls. Five hundred and forty-two inspections were made by the inspector of the Branch.

The Board again takes this opportunity of acknowledging with thanks the assistance given by the operating engineers toward a successful administration of the Act.



REPORT OF REVENUE FOR FISCAL YEAR,  
APRIL 1, 1943 TO MARCH 31, 1944

**Fees Collected for:**

Examinations.....	\$27,443.75	
Re-examinations.....		
Renewals.....		
Provisional certificates.....		
Duplicates.....		
Penalty renewal fees.....		
Plant registration.....	308.00	

**Monies Refunded on:**

Examinations.....	\$ 876.73	
Renewals.....		
Penalty renewal fees.....		
Miscellaneous.....		
Plant registration.....		
Duplicate certificates.....		
Text books.....		37.90
Total refunds.....		\$ 914.63

**Revenue By:**

Certificates.....	\$27,751.75
Sale of books.....	4,070.90
Miscellaneous.....	14.29
	<u>\$31,836.94</u>

Gross revenue.....	\$31,836.94
Total refunds.....	914.63
Net revenue.....	<u>\$30,922.31</u>

REPORT OF CERTIFICATES FOR FISCAL YEAR 1944

Number of certificates issued.....	17,650
Number of certificates refused.....	1,034

**Certificates Issued**

Certificates  
Refused

Class	By Ex- amina- tion	By Re-ex- amination	Provis- ional	Dupli- cate	Renewals	Totals	Refused
Compressor.....	34	7			244	285	10
Fireman.....	54	16	1		394	465	30
4th class.....	516	87	4	1	5,127	5,735	292
3rd class.....	198	99	4	1	4,437	4,739	378
2nd class.....	50	33	2	1	2,114	2,200	184
1st class.....	6	6			290	302	54
Hoisting.....	106	20		7	2,001	2,134	66
Traction.....	42	7	1	1	1,036	1,087	20
Duplex.....	10	2		2	381	395	
Plant registration.....						308	
<b>TOTALS.....</b>	<b>1,016</b>	<b>277</b>	<b>12</b>	<b>13</b>	<b>16,024</b>	<b>17,650</b>	<b>1,034</b>

## REPORT OF EXAMINATIONS HELD FOR FISCAL YEAR 1944

Number of candidates examined at Toronto.....	1,149
Number of candidates examined at other centres.....	1,193
Total number of candidates examined.....	2,342

Class	At Toronto	At other centres	Total
Compressor.....	3	20	23
Fireman.....	36	39	75
4th class.....	439	498	937
3rd class.....	370	337	707
2nd class.....	133	135	268
1st class.....	52	22	74
Hoisting.....	93	95	188
Traction.....	23	47	70
TOTALS.....	1,149	1,193	2,342

Examinations were held at outside centres as follows:

	No. of Examinations	No. of Candidates		No. of Examinations	No. of Candidates
Brantford.....	2	29	North Bay.....	1	15
Belleville.....	2	33	Ottawa.....	2	149
Brockville.....	2	32	Orillia.....	1	14
Chatham.....	2	31	Palmerston.....	1	11
Cornwall.....	1	21	Parry Sound.....	1	11
Fort Frances.....	1	2	Peterborough.....	2	24
Haileybury.....	1	4	Port Arthur.....	2	48
Huntsville.....	1	7	Renfrew.....	1	22
Hamilton.....	3	112	Sault Ste. Marie....	2	48
Kapuskasing.....	1	12	Sioux Lookout.....	1	2
Kenora.....	1	8	Sudbury.....	3	119
Kirkland Lake.....	2	17	Sarnia.....	1	59
Kingston.....	2	21	St. Catharines.....	2	31
Kitchener.....	2	45	Timmins.....	2	36
London.....	2	79	Windsor.....	2	81
Niagara Falls.....	2	59	Other Centres.....	2	11
Total at Outside Centres.....				53	1,193
Total at Toronto.....					1,149
Total during fiscal year.....					2,342



### BOILER INSPECTION BRANCH

CHIEF INSPECTOR, DEPARTMENT OF LABOUR—J. R. PRAIN

EXAMINER OF REPORTS AND DESIGNS—J. N. BRIGGS

#### SUMMARY OF WORK FOR FISCAL YEAR 1944

##### Drawings and Specifications Surveyed, Registered and Re-registered:

	Designs
Boilers.....	34
Pressure vessels.....	181
Fittings and appliances.....	8
Pressure piping layouts.....	26
Special rulings (Ontario).....	123
	<hr/>
	372
Surveyed but not registered.....	1
	<hr/>
TOTAL.....	373

##### New Boilers and Pressure Vessels

	Inspections
Boilers.....	656
Pressure vessels.....	1,330
Pressure piping installations.....	62
	<hr/>
TOTAL.....	2,048

##### Used Boilers and Pressure Vessels Inspected:

Boilers.....	597
Clinker chills and water walls.....	5
Pressure vessels.....	316
Annual inspections.....	13
	<hr/>
TOTAL.....	931

##### Annual Inspections (Factory, Shop and Office Building Act):

Boilers.....	2,877
Pressure vessels.....	3,332
	<hr/>
TOTAL.....	6,209

##### Certificates issued:

Class A—new boilers and pressure vessels.....	1,776
Class B—used boilers and pressure vessels.....	772
Class C—heating boilers—low pressure.....	203
Class D—pressure vessels—accepted by affidavit.....	923
Class E—new boilers under 3 H.P.....	25
Duplicate certificates.....	15
OA—annual inspections (Factory, Shop and Office Building Act)...	2,484
	<hr/>
TOTAL.....	6,198

## Fees and Expenses collected:

Fees for survey and registration of designs.....	\$ 2,181.00
Fees for inspection of new boilers and pressure vessels.....	13,701.50
Fees for pressure piping inspections.....	370.00
Fees for inspection of used boilers and pressure vessels.....	5,207.50
Fees for heating boilers.....	406.00
Fees for pressure vessels—accepted by affidavit.....	1,846.00
Fees for boilers under 3 H.P.....	50.00
Fees for duplicate certificate.....	1.00
Fees for transfer seals.....	480.00
Fees for Regulations.....	9.00
Travelling expenses.....	3,750.45
Qualification tests of welding operators.....	1,265.00
Fees and expenses for annual inspections.....	16,622.50
TOTAL.....	<u>\$45,889.95</u>

Total amount of monies transmitted to Treasury Department \$46,623.90.



## MEDIATION, CONCILIATION AND ARBITRATION

CHIEF CONCILIATION OFFICER—LOUIS FINE

CONCILIATION OFFICERS—JAMES HUTCHEON, G. L. FENWICK

The conciliation staff of Ontario consists of the Chief Conciliation Officer and two conciliation officers, and three federal labour relations officers assist in adjudicating labour disputes. In addition to duties directly connected with mediation, conciliation and arbitration, these officers act as investigators for the Regional War Labour Board and as returning officers in plant elections for the Ontario Labour Court and in elections with the consent of all parties. They also conduct conferences as required under the Industrial Standards Act.

### APPLICATIONS FOR BOARDS OF CONCILIATION

During the fiscal year there were 48 boards of conciliation. Before such a board is appointed, the dispute is investigated by one of the conciliation officers, whose first efforts are directed **toward** conciliating or adjusting the question in dispute. Failing this, he reports the facts, from which it is decided whether a board of conciliation is warranted. Prior to the establishment of the Ontario Labour Court in June, 1943, most of the disputes which came before boards of conciliation were connected with collective bargaining requests. These cases subsequently were dealt with by the Labour Court.

### ARBITRATION

The question of arbitration of grievances or disputes has become one of the most important factors in industrial relations. Practically every agreement between management and labour provided for arbitration proceedings where matters cannot be amicably disposed of, and the services of this Branch have been utilized to a great extent. After a grievance has passed through the various stages without agreement, it finally reaches a point where an arbitrator is required and this arbitrator is often appointed on application to the Minister of Labour by the parties concerned. During the year officers of this Department acted as arbitrators in 14 cases involving 76 grievances.

### CONCILIATION

Conciliation officers are available at all times to both employees and employers to iron out grievances, labour difficulties and misunderstandings. In most instances, conciliation officers are successful in preventing stoppages of work, strikes and lockouts and in assisting in bringing about harmonious relations in all types of industries.

### DISCRIMINATION CASES

A number of cases of dismissal for alleged union activity were investigated and rectified wherever possible. In other instances a recommendation was made to the federal Department of Labour for the appointment of a commissioner under Order-in-Council P.C. 4020 and enquiries were instigated as provided in this Order.

### STRIKES

There were 90 strikes in Ontario during the fiscal year involving 31,497 employees with a time loss of 134,840 man-working days. Analysis by causes and results appears on page 33 of this report and further details on pages 56 to 67. Forty of these strikes were settled by the end of the first day and 38 lasted only from one to five days. This short duration was due to the direct intervention of conciliation officers who were successful in having the employees return to work pending proper settlement of dispute. Four strikes lasted over thirty days.

## PLANT VOTES

During this period conciliation officers acted as returning officers at 92 plant elections. Sixty-six of these were held at the request of, and with the consent of all parties, and 26 by order of the Ontario Labour Court.

In the case of the consent votes, the conciliation officer made all the preliminary arrangements, obtained agreement on the voters' list and supervised the election. After the result of the election was certified, the union receiving the majority vote was recognized by the company as the bargaining agency and a collective bargaining agreement resulted. In the Labour Court cases the result of the vote was reported to the Labour Court and the Court thereafter dealt with the matter.

## LABOUR COURT

In April, 1943, the Collective Bargaining Act was passed by the Ontario Legislature and the Ontario Labour Court was established. This Act provided for certification of union or employees' associations, and was the means of eliminating many of the boards of conciliation which were previously set up to deal with collective bargaining. In April, 1944, the Legislature passed the Labour Relations Board Act, which authorized the application of Order-in-Council P.C. 1003 to employers and employees in Ontario and provided for the establishment of the Ontario Labour Relations Board which replaced the Ontario Labour Court.

## ONTARIO REGIONAL WAR LABOUR BOARD

During the fiscal year conciliation officers were given 545 assignments to investigate for the Regional War Labour Board.

These assignments necessitated visits to plants in all parts of the Province, and complete reports to the Board on wage structures, not only of the plant under review but of other plants in the same district and plants in similar industries. In December, 1943, the previous regulations were replaced by Order-in-Council P.C. 9384, setting forth the wage control regulations of the federal Government, which are administered within this Province by the Regional War Labour Board.

## STRIKES IN ONTARIO DURING FISCAL YEAR 1944—BY CAUSES AND RESULTS

CAUSES	RESULTS			
	IN FAVOUR OF		Compromise	Referred to
	Employers	Employees		
AFFECTING WAGES:				
28 For wage increases.....	4	6	13	5 to Regional War Labour Board
3 For overtime or vacation pay.....	1	1		1 to Regional War Labour Board
1 For increase in efficiency bonus...		1		
1 To have transportation allowance tax free.....	1			
3 Against bonus system or reduction of production bonus.....		1	1	1 to Regional War Labour Board
1 Against deduction of pay for over- staying lunch period.....			1	
2 Against transfer of workers to another department at lower rate	1		1	
RECOGNITION:				
10 For union recognition.....	2	3		4 to Labour Court 1 to Board of Con- ciliation
2 For a closed shop agreement.....			1	1 to Board of Con- ciliation
1 For a new agreement.....		1		
1 Against delay in negotiations for agreement.....		1		
SUSPENSIONS AND DISMISSALS:				
10 Against suspension or dismissal of workers.....	5	3	2	
1 Against lay-off.....	1			
AFFECTING WORKING CONDITIONS:				
15 Against working conditions.....	5	4	6	
3 Against working with non-union workers.....		3		
1 Against change from 1 to 2 shifts.		1		
1 Against employment of women....	1			
1 Against quality of food served in camp restaurant.....			1	
2 For reduction of hours.....		1	1	
2 For reclassification of workers....			1	1 to Regional War Labour Board
1 For adjustment of various griev- ances.....			1	
TOTALS—90 Strikes.....	21	26	29	14



**ONTARIO REGIONAL WAR LABOUR BOARD****CHIEF EXECUTIVE OFFICER—J. B. METZLER**

In 1941 the Government of Canada announced a policy of wage control, and pursuant to the War Measures Act the Wartime Wages and Cost of Living Bonus Order P. C. 8253 was passed on October 24, 1941, under which power was given to the National War Labour Board and to Regional War Labour Boards to deal with applications for increases in wage rates or for adjustments in working conditions which affect wages.

Immediately following the passing of the Wartime Wages and Cost of Living Bonus Order P. C. 8253 on October 24, 1941, the Ontario Regional War Labour Board was established to carry out its provisions within this Province. The Board is comprised of six members, three nominated by employers and three by trade union organizations in the Province. The chairman of the Board is the Minister of Labour of Ontario and the vice-chairman is the Deputy Minister of Labour.

On July 10, 1942, the Wartime Wages and Cost of Living Bonus Order P. C. 8253 was rescinded and in its place the Wartime Wages Control Order (1942) P. C. 5963 was made and established pursuant to the War Measures Act. This last mentioned Order continued in effect until December 9, 1943, when it was superseded by the Wartime Wages Control Order (1943) P. C. 9384.

Important changes have taken place with reference to the control of wages since the Wartime Wages Control Order P. C. 5963 was passed in 1942. Under that Order War Labour Boards were entitled to examine into rates paid in a comparable industry in a comparable locality to determine whether or not applications for wage increases should be allowed. The Boards had also the power to permit individual employers to increase the cost of living bonus being paid to employees. In addition, the National War Labour Board was empowered to make general orders affecting all employers in the Dominion of Canada who were subject to the Wartime Wages Control Order requiring such employers to increase or diminish the amount of compulsory cost of living bonus they should pay. The Board required the payment of the compulsory bonus of 2.4 points, which was the equivalent of 60 cents per week, or 2.4 per cent of basic wages under certain circumstances, as a weekly supplement to the wages being earned by employees. This was increased to 3.8 points, or 95 cents, or 3.8 per cent of basic wages for the payroll commencing on or after the 15th day of November, 1943.

With the passage of the Wartime Wages Control Order (1943) P. C. 9384, radical changes took place in the powers of War Labour Boards to adjust wages or working conditions affecting wages. The Boards are now required to establish that an application comes within one of three categories in order to grant an adjustment. An applicant must prove gross inequality, or gross injustice, or that the amount of increase sought will not carry the resulting enhanced rate beyond the rate in effect for the particular job in August, 1939, plus a full cost of living bonus.

In addition to the foregoing changes in wage control, another departure was the incorporation of cost of living bonus into basic weekly wages. Provision was made in the new Order for such conversion to become effective for the first payroll commencing on or after the 15th day of February, 1944.

Another interesting feature of the new Order is the fact that power is now conferred on the National War Labour Board to review of its own volition decisions of the Regional War Labour Boards.

Since the inception of the Wartime Wages Control Order approximately 16,000 cases have been submitted to and ruled upon by the Ontario Regional War Labour Board up to

March 31, 1944. Of these over 40 per cent, representing more than one-half million workers, came before the Board during the fiscal year 1944.

In addition to these cases several thousand inquiries have been lodged and treated expeditiously, all covering matters of direct interest to both employers and employees.

One may gain an idea of the diversified character of the cases coming within and covered by the findings and directions of the Board from the following types: wage adjustment involving the fixing of single wage rates or providing wage ranges in which a minimum and maximum objective is granted, thus facilitating ready adjustments to accord with varying degrees of skill and production experience; standard work hours; cost of living bonus; vacation with pay; problems of absenteeism; piece work rates and incentive bonus plans; the status of doubtful salaried jobs; welfare and social security undertakings involving group life insurance, sickness and accident benefits; hospitalization and surgical fees; and, inter alia, retirement annuity or pension plans.

In considering the volume of work transacted by the Board and the many delicate situations arising that might otherwise have developed into provocative stages, the results attained are direct evidence of the impartiality, fairness and wise judgment of the Board members.

All in all the effect of the constant work of the Board has been strictly in pursuance of the paramount purpose of the Order, namely, stabilization of wages and the removal of gross inequalities and injustices consistent with the idea of maintaining stability of prices and curbing inflation tendencies.

## INDUSTRY AND LABOUR BOARD

CHAIRMAN—ERIC BILLINGTON

MEMBERS—E. G. GIBB, EDWARD COONS

The Industry and Labour Board was reconstituted shortly after the close of the fiscal year. Mr. Eric Billington, formerly Chief Instructor, Aircraft Training School, Galt, was appointed Chairman, Mr. E. G. Gibb, formerly on the staff of the Regional War Labour Board, was appointed member of the Board, which was later completed with the appointment of Mr. Edward Coons, who for many years has been prominent in labour circles.

The Board was charged with the administration of the Hours of Work and Vacations with Pay Act, 1944, in addition to the Industrial Standards Act, the Apprenticeship Act and the Minimum Wage Act.

### INDUSTRIAL STANDARDS BRANCH

The Industrial Standards Act provides a definite procedure for collective bargaining in any industry by providing a legal means for calling a conference of employers and employees in any designated industry within a predefined zone, and a schedule of wages and hours and days of labour agreed upon by the conference may be approved by the Minister, if in his opinion such schedule has been agreed upon by a proper and sufficient representation of those engaged in the said industry. Upon recommendation of the Minister, an Order-in-Council may be passed making such schedule effective in law and binding on all persons engaged in the industry within the zone.

One conference was held during the fiscal year 1944 which resulted in a new schedule for the hard furniture industry, replacing one which expired earlier in the year.

### PAYROLL ASSESSMENT OF INDUSTRIES

Under authority of the Act the Industry and Labour Board has designated the cloak and suit industry and the men's and boys' clothing industry as interprovincially competitive, and has approved provisions in the respective schedules with respect to the collection of assessment from employers and employees. The purpose of this assessment is to provide revenue for the enforcement of the schedule.



At the close of the fiscal year there were 100 schedules in effect in Ontario pursuant to the Industrial Standards Act, as follows:

TRADES AND INDUSTRIES:	Number of Schedules	
(a) Schedules covering local zones:		
Baking.....	1	Ottawa
Barbering.....	59	59 separate zones covering some 105 municipalities
Bricklaying and Stonemasonry.....	1	Ottawa
Bricklaying, Stonemasonry and Plastering.....	1	Galt
Building Industry.....	1	Kitchener-Waterloo
Carpentry.....	11	Belleville; Brantford; Cornwall; Galt; Kirkland-Larder Lake; Ottawa; Peterborough; St. Catharines; St. Thomas; Sault Ste. Marie; Timmins
Coal.....	1	Toronto
Coal Hoisting.....	1	Toronto
Common Labourers.....	2	Ottawa; Windsor
Electrical Repair and Construction..	5	Kingston; Kirkland-Larder Lake; London; Ottawa; Windsor
Gasoline Service.....	1	Toronto
Painting and Decorating.....	3	Hamilton; Kingston; Ottawa
Plastering.....	2	Ottawa; Toronto
Plumbing and Heating.....	5	Hamilton; Ottawa; St. Thomas; Township of Teck; Windsor
Soft Furniture.....	1	Toronto
Taxicab Industry.....	1	Toronto
(b) Schedules covering the entire Province		
Brewing.....	1	
Hard Furniture.....	1	
Ladies' Cloak and Suit.....	1	
Men's and Boys' Clothing.....	1	
TOTAL.....	100 Schedules	

#### ARREARS OF WAGES

	Number of Employers affected	Number of Employees affected	Amount of Arrears
Arrears of wages collected through Trust Account.....	11	22	\$1,609.12
Arrears of wages paid direct to employees after investigation by the Industry and Labour Board.....	10	19	913.91

NOTE—Included in the total of \$1,609.12 collected through the Trust Account is the sum of \$659.21 which, with the approval of the Industry and Labour Board, was diverted to the Crown.

There were no court cases during the fiscal year.

**APPRENTICESHIP BRANCH****DIRECTOR OF APPRENTICESHIP—FRED J. HAWES****DISTRICT INSPECTORS:****WALTER THORNE, GEORGE H. SIMMONS—TORONTO DISTRICT****A. C. DENNIS—HAMILTON DISTRICT      D. C. HICKS—OTTAWA DISTRICT****A. E. PALMER—LONDON AND WINDSOR DISTRICT**

During the year the Apprenticeship Branch concentrated its efforts in obtaining apprentices for the building trades. In all the larger vocational schools meetings were held and the vocational students were addressed by employee representatives of trade unions and employers representing the various associations affiliated with the Canadian Construction Association and members of the staff of this Branch. Considerable interest was aroused and many apprentices were obtained, but the numbers were not sufficient to fill the vacancies open. The larger wage scale in war industries still attracts young lads leaving school. However, no opportunity has been lost in the endeavour to impress upon vocational students the importance of learning a trade and of learning it thoroughly. Boys who had already decided on a trade have had the opportunity of working at this trade during their summer vacation. This has the effect of making boys feel that they are identified with the trade and creates a greater interest during the balance of their school attendance.

We regret to record the death in August, 1943, of Mr. J. R. Johnson, District Inspector of Apprenticeship for Ottawa District, after 25 years of valuable service in the Department of Labour. Mr. D. C. Hicks was appointed in January, 1944, to succeed Mr. Johnson. Mr. G. H. Simmons was appointed a second District Inspector for Toronto District, and Mr. A. E. Palmer was appointed as District Inspector for the western part of the Province, succeeding Mr. C. E. Needham who had been transferred to the Factory Inspection Branch.

The Provincial Advisory Committees for the different trades have been meeting from time to time and have assisted the Branch in the operation of the Act as applied to their particular trades. Appreciation is herewith expressed to the representatives on these committees for their efforts to facilitate the progress of apprenticeship in the various trades and the assistance given the Branch. The committee representing the building trades was particularly active during the year and devoted considerable time to all matters concerning building trades.

During January and February full time classes were conducted for apprentices in the building trades, classes being established in the Vocational Institute, Hamilton, and Central, Northern, and Danforth Vocational Schools, Toronto. These schools were inspected by the Provincial Advisory Committee while the classes were in operation and members of the committee addressed the students, entered into discussions with instructors and demonstrated great interest in the work that was being done in the schools. There were 123 apprentices in attendance, an increase of 55 over the previous year. These classes are of great assistance to the apprentices and are an important feature in the educational activities of this Branch. Once more employers and trade unions representing the various trades provided the means of bringing the classes to a pleasant conclusion by donating prizes for successful contestants.

At the 1944 session of the Legislature the Apprenticeship Act was amended, authorizing the Industry and Labour Board to make for any designated trade regulations requiring all persons engaged in that trade, other than registered apprentices, to obtain current certificates of qualification, and prohibiting employers from engaging any person other than a certified operator. The petition for this amendment originated with the garage operators and mechanics. Regulations are now being drafted which will require all mechanics engaged in the motor vehicle repair trade to obtain certificates.

Little desire to enter the barbering trade was shown by young people because of other openings for employment at higher rates of pay.

The numbers of girls entering contracts of apprenticeship in hairdressing have been maintained and students have enrolled in hairdressing schools in increasing numbers. The students in the schools are encouraged by the fact that this Branch insists that all schools conduct efficient courses of training and requires the girls at the end of the instruction period to sit for examination. If successful, they may obtain a certificate of qualification which is of decided value to them in finding lucrative employment in a hairdressing shop.

At the request of the federal Department of Pensions and National Health, the Apprenticeship Branch is co-operating in the proposed programme for the re-establishment of returned members of the armed forces. A definite plan for training and placement has been drafted by the Provincial Advisory Committee for Building Trades and accepted by the Department of Pensions and National Health. A similar agreement has been prepared for the motor vehicle repair trade and is ready for ratification. The facilities of this Branch have been used to good advantage throughout the year in the training and placement of men discharged from the armed forces and the Branch has also co-operated in the establishment of training schools for returned personnel.

The following tables indicate the activities of the Branch for designated trades under the Apprenticeship Act and, in addition, 29 contracts of apprenticeship were registered by employers in trades other than designated trades.



TABLE No. 1  
REGISTRATION OF APPRENTICES BY TRADES  
AS AT MARCH 31, 1944

Trade	Registrations		Cancellations		Completions		Active
	During Year	Total	During Year	Total	During Year	Total	
Building Trades:							
Bricklaying.....	8	246	..	36	..	182	28
Masonry.....	2	16	..	6	..	8	2
Carpentry.....	23	347	6	51	3	220	76
Painting and Decorating.....	2	197	1	40	4	130	27
Plastering.....	3	138	..	19	..	109	10
Plumbing.....	41	838	9	200	5	457	181
Steamfitting.....	8	208	2	69	..	113	26
Sheet Metal Work.....	26	275	1	54	4	155	66
Electric Wiring and Installation..	62	566	3	104	7	277	185
TOTAL, 1944.....	175	2,831	22	579	23	1,651	601
TOTAL, 1943.....	160	2,656	19	557	62	1,628	471
Motor Vehicle Repairing (a).....	38	934	10	235	18	351	348
(b).....	1	102	2	25	2	37	40
(c).....	7	111	2	23	2	42	46
Hairdressing.....	106	1,225	37	319	77	670	236
Barbering.....	1	82	..	17	..	54	11
TOTAL, ALL TRADES, 1944	328	5,285	73	1,198	122	2,805	1,282
TOTAL, ALL TRADES, 1943	337	4,957	100	1,125	211	2,683	1,149

TABLE No. 2  
DISTRIBUTION OF APPRENTICES BY TRADES  
FOR FISCAL YEAR ENDING MARCH 31, 1944

Trade	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Total
Building Trades:						
Bricklaying.....	8	8	9	3	..	28
Masonry.....	2	..	..	..	..	2
Carpentry.....	17	25	24	10	..	76
Painting and Decorating....	2	6	9	10	..	27
Plastering.....	2	..	1	7	..	10
Plumbing.....	24	50	52	44	11	181
Steamfitting.....	5	4	7	9	1	26
Sheet Metal Work.....	14	23	20	9	..	66
Electric Wiring and Instal- lation.....	38	63	61	23	..	185
TOTAL.....	112	179	183	115	12	601
Motor Vehicle Repairing.....	23	57	99	114	141	434
Hairdressing.....	66	76	94	..	..	236
Barbering.....	1	5	5	..	..	11
GRAND TOTAL.....	202	317	381	229	153	1,282

N.B.—Plumbing, steamfitting and motor vehicle repair are the only designated trades having an apprenticeship period of five years. Hairdressing and barbering have an apprenticeship period of three years. For all other designated trades the apprenticeship period is four years.

TABLE No. 3  
REGISTRATION OF APPRENTICES BY TRADES  
FOR THE FISCAL YEAR ENDING MARCH 31, 1944

Trade	Active at be- ginning of year	Regis- tration during year	Cancella- tion of Regis- tration	Unsatis- factory Com- pletions	Diplomas Awarded	Active at close of year
Building Trades:						
Bricklaying .....	20	8	..	..	..	28
Masonry .....	..	2	..	..	..	2
Carpentry .....	62	23	6	..	3	76
Painting and Decorating .....	30	2	1	..	4	27
Plastering .....	7	3	..	..	..	10
Plumbing .....	154	41	9	..	5	181
Steamfitting .....	20	8	2	..	..	26
Sheet Metal Work .....	45	26	1	..	4	66
Electric Wiring and Installa- tion .....	133	62	3	..	7	185
TOTAL .....	471	175	22	..	23	601
Motor Vehicle Repairing (a)....	338	38	10	3	15	348
(b)....	43	1	2	1	1	40
(c)....	43	7	2	..	2	46
Hairdressing .....	244	106	37	34	43	236
Barbering .....	10	1	..	..	..	11
GRAND TOTAL .....	1,149	328	73	38	84	1,282

TABLE No. 4  
REPORT OF EXAMINATIONS  
FOR THE FISCAL YEAR ENDING MARCH 31, 1944

Number of candidates examined:	At Toronto	At Other Centres	Totals
Motor vehicle repair trade .....	78	135	213
Hairdressing .....	107	158	265
Barbering .....	26	13	39
GRAND TOTALS .....	211	306	517



TABLE No. 4—(Continued)

Examinations were held in Toronto and at the various centres in accordance with arrangements made through local apprenticeship committees as follows:

Motor vehicle repair	Centres	Number of Examinations	Total Number of Candidates
	Belleville.....	1	10
	Hamilton.....	1	1
	Gravenhurst.....	1	4
	Kingston.....	1	3
	London.....	3	17
	North Bay.....	1	1
	Ottawa.....	1	18
	Owen Sound.....	1	8
	Sault Ste. Marie.....	1	10
	Stratford.....	1	12
	Sudbury.....	1	7
	Toronto.....	14	78
	Welland.....	2	15
	Windsor.....	3	29
	TOTALS.....	32	213
Hairdressing	Hamilton.....	5	64
	London.....	3	29
	Ottawa.....	2	18
	Toronto.....	8	107
	Windsor.....	3	47
	TOTALS.....	21	265
Barbering	Hamilton.....	3	3
	Ottawa.....	2	4
	Toronto.....	9	26
	Windsor.....	5	6
	TOTALS.....	19	39
	GRAND TOTALS.....	72	517

TABLE No. 5

REPORT OF CERTIFICATES ISSUED  
FOR THE FISCAL YEAR ENDING MARCH 31, 1944

	Motor Vehicle Repair	Barbering	Hairdressing	Totals
First certificate.....	38	26	31	95
By examination.....	186	51	173	410
By duplicate.....	6	3	5	14
By renewal.....	4,950	2,542	3,139	10,631
By miscellaneous.....	12	5	2	19
TOTALS.....	5,192	2,627	3,350	11,169

TABLE No. 6

REPORT OF SCHOOL LICENSES  
FOR THE CALENDAR YEAR ENDING DECEMBER 31, 1943

	Hairdressing Schools	Barbering Schools
Number of schools in operation at close of previous year.....	11	1
Number of new licenses issued during year.....	1	..
Number of licenses not renewed or cancelled during year.....	2	..
Number of schools in operation at close of year.....	10	1

TABLE No. 7

REPORT OF REVENUE  
FOR THE FISCAL YEAR ENDING MARCH 31, 1944

	Gross Revenue	Refunds	Net Revenue
Motor vehicle repair trade.....	\$ 6,937.50	\$ 98.00	\$ 6,839.50
Barbering trade.....	3,390.00	19.00	3,371.00
Hairdressing trade.....	5,122.91	51.00	5,071.91
Miscellaneous.....	20.08	.....	20.08
TOTALS.....	\$15,470.49	\$168.00	\$15,302.49

### MINIMUM WAGE BRANCH

PATTERSON FARMER—ACTING CHIEF ENFORCEMENT OFFICER

#### WAGE RETURNS

Through questionnaires sent out to employers, wage information is collected in the Minimum Wage Branch for the purpose of checking compliance with the Minimum Wage Act, and of compiling statistics which are comparable from year to year. Employers are divided into thirty-five groups and for further consolidation they are placed in twenty-one classifications, nineteen of which are given in the tables appended to this report. These tables show the distribution of employees by sex for each classification of employers in different population zones of the Province.

It will be noted in the following summary that the totals for employers reporting and employees reported are lower this year than the preceding year. This is due to the fact that employers in certain industries report every alternate year only, hence the figures this year do not include those of the textile industry, in which are engaged a considerable portion of both employers and workers in Ontario. Moreover, as regards the decrease in the number of employees, some employers neglected to report male employees, and because of the shortage of clerical help both in this office and in many offices of the reporting firms, this was not insisted upon, provided full information regarding female employees was given in accordance with the requirements of the Minimum Wage Act.

	Fiscal years				
	1940	1941	1942	1943	1944
Employers reporting.....	14,954	16,967	16,264	22,781	21,798
Employees of reporting firms.....	432,892	535,906	631,631	714,451	578,442
Female employees of reporting firms.....	129,111	151,278	210,257	224,879	224,459

#### WAGE ADJUSTMENTS

Analysis of the wage returns revealed the underpayment of fewer employees than last year, and minor cases were handled by correspondence. In this manner increases in wage rates were ordered for 74 employees in 58 establishments, as compared with 178 employees in 120 establishments during the previous year.

#### ARREARS OF WAGES

As a result of complaints and violations as shown in the wage sheets, arrears of wages amounting to \$206.71 were collected from 8 employers on behalf of 9 employees, as compared with \$2,374.69 from 60 employers on behalf of 151 employees in 1943.

#### COMPLAINTS

Improved employment conditions resulted in a decrease in the number of complaints received, the number being 12 as compared with 44 the previous year.

#### PROSECUTIONS

One employer was prosecuted for violation of two sections of the Minimum Wage Act as compared with two employers in 1943. Conviction was secured on a charge of failure to produce records and a fine of \$10 and costs of \$29 were imposed. Charge of violating Order No. 27 was withdrawn, as arrears of \$39.52 were paid.

#### HOMEWORK

Rates of pay for homework submitted by 360 employers were approved, as compared with 276 employers the previous year. For approval such rates must in no case be lower than the minimum rates as prescribed in the Order under the Minimum Wage Act.

#### HANDICAPPED WORKERS

Permits for handicapped workers were issued to 53 employers for 84 employees, as compared with 63 employers for 99 employees in 1943.



ANALYSES OF WAGE RETURNS FOR FISCAL YEAR ENDING MARCH 31, 1944  
AUTOS, ACCESSORIES, AIRCRAFT, BOATS AND ELECTRICAL TRADES

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	242		109		101		56	
(b) Having no female employees...	34		42		19		9	
(c) With no employees, out of business or failing to report....	53		38		15		11	
(d) Total questionnaires sent.....	329		189		135		76	
Number of Employees:								
(a) Male.....	11,079		37,985		27,976		15,547	
(b) Women.....	5,135		6,020		6,964		4,372	
(c) Girls—under 18 years.....	338		211		669		229	
(d) Total reported.....	16,552		44,216		35,609		20,148	
Average hours per week (normally)...	48		47		45		49.9	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	..	..	..	..	..	..	..
8.00 - 10.00.....	4	..	4	6	10	9	..	1
10.00 - 12.00.....	27	7	5	..	29	23	2	1
12.00 - 14.00.....	107	43	171	37	503	163	18	23
14.00 - 16.00.....	434	90	557	69	902	133	309	52
16.00 - 20.00.....	1,808	154	1,749	77	2,323	176	1,238	127
20.00 - 25.00.....	1,900	43	2,073	18	1,664	100	1,747	24
25.00 - 30.00.....	574	1	1,086	4	1,277	63	814	1
30.00 and up.....	281	..	375	..	256	2	244	..

BEVERAGES, DRUGS, TOBACCO

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	287		108		113		82	
(b) Having no female employees...	79		44		28		21	
(c) With no employees, out of business or failing to report....	81		36		19		21	
(d) Total questionnaires sent.....	447		188		160		124	
Number of Employees:								
(a) Male.....	6,823		3,203		4,441		2,767	
(b) Women.....	3,697		1,757		1,183		1,337	
(c) Girls—under 18 years.....	224		145		59		93	
(d) Total reported.....	10,744		5,105		5,683		4,197	
Average hours per week (normally)...	44.2		44		44		43.8	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	..	..	1	2	2	..	..
8.00 - 10.00.....	7	7	..	2	33	11	5	1
10.00 - 12.00.....	30	36	1	3	12	3	30	7
12.00 - 14.00.....	192	44	125	6	53	4	69	14
14.00 - 16.00.....	470	36	218	43	122	10	87	8
16.00 - 20.00.....	1,229	75	337	62	421	29	278	16
20.00 - 25.00.....	907	25	449	23	379	..	704	46
25.00 - 30.00.....	466	1	300	4	109	..	88	1
30.00 and up.....	396	1	327	1	52	..	76	..

## FURNITURE, UPHOLSTERING, LUMBER AND WOOD PRODUCTS

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	141		61		164		163	
(b) Having no female employees...	79		24		35		77	
(c) With no employees, out of business or failing to report.....	104		50		48		46	
(d) Total questionnaires sent.....	324		135		247		286	
Number of Employees:								
(a) Male.....	3,506		1,675		8,065		9,606	
(b) Women.....	786		251		1,087		1,064	
(c) Girls—under 18 years.....	71		7		136		186	
(d) Total reported.....	4,363		1,933		9,288		10,856	
Average hours per week (normally)...	42		45		46.8		45.5	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	1	..	..	..	..	..	5	..
8.00 - 10.00.....	2	2	3	..	10	9	19	11
10.00 - 12.00.....	1	22	..	1	38	29	105	35
12.00 - 14.00.....	20	6	7	..	117	49	187	68
14.00 - 16.00.....	93	15	18	1	229	15	247	30
16.00 - 20.00.....	199	17	42	4	345	27	305	39
20.00 - 25.00.....	260	9	56	1	206	7	123	3
25.00 - 30.00.....	128	..	80	..	87	..	45	..
30.00 and up.....	82	..	45	..	55	..	28	..

## JEWELLERY, LEATHER GOODS AND RUBBER

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	193		61		122		42	
(b) Having no female employees...	34		40		27		6	
(c) With no employees, out of business or failing to report.....	42		26		9		10	
(d) Total questionnaires sent.....	269		127		158		58	
Number of Employees:								
(a) Male.....	5,834		2,285		9,352		2,915	
(b) Women.....	3,184		772		4,521		1,317	
(c) Girls—under 18 years.....	311		104		708		254	
(d) Total reported.....	9,329		3,161		14,581		4,486	
Average hours per week (normally)...	43		44.3		44.8		47.8	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	1	..	..	2	..	6	5
8.00 - 10.00.....	1	30	..	5	2	6	22	27
10.00 - 12.00.....	23	29	5	5	17	46	47	28
12.00 - 14.00.....	176	51	56	37	132	106	196	72
14.00 - 16.00.....	334	58	63	15	280	99	385	47
16.00 - 20.00.....	1,044	93	176	37	1,186	160	395	56
20.00 - 25.00.....	1,004	36	158	4	1,915	216	184	19
25.00 - 30.00.....	344	6	243	1	640	48	51	..
30.00 and up.....	258	7	71	..	347	27	31	..

## MACHINERY AND METAL PRODUCTS

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	356		229		264		107	
(b) Having no female employees...	81		74		59		37	
(c) With no employees, out of business or failing to report....	76		31		64		27	
(d) Total questionnaires sent.....	513		334		387		171	
Number of Employees:								
(a) Male.....	34,111		29,763		37,823		14,454	
(b) Women.....	12,137		6,079		6,734		9,127	
(c) Girls—under 18 years.....	319		314		669		283	
(d) Total reported.....	46,567		36,156		45,226		23,864	
Average hours per week (normally)...	42.5		44		43		46	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	..	..	..	..	..	2	..
8.00 — 10.00.....	..	..	..	1	1	3	23	6
10.00 — 12.00.....	4	2	8	..	14	18	22	7
12.00 — 14.00.....	30	21	82	9	254	59	80	10
14.00 — 16.00.....	226	40	157	19	290	67	184	49
16.00 — 20.00.....	2,760	74	1,234	96	1,716	177	1,374	71
20.00 — 25.00.....	3,164	91	2,374	130	2,593	231	3,066	76
25.00 — 30.00.....	2,393	80	1,255	43	1,134	81	3,398	46
30.00 and up.....	3,560	11	969	16	732	33	978	18

## MINING AND QUARRYING, NON-METALLIC AND MISCELLANEOUS

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	538		168		216		135	
(b) Having no female employees...	123		95		99		97	
(c) With no employees, out of business or failing to report....	187		92		83		63	
(d) Total questionnaires sent.....	848		355		398		295	
Number of Employees:								
(a) Male.....	9,015		4,291		16,610		22,713	
(b) Women.....	4,868		1,770		3,992		2,293	
(c) Girls—under 18 years.....	344		261		420		165	
(d) Total reported.....	14,227		6,322		21,022		25,171	
Average hours per week (normally)...	42.8		43.7		45.5		45.8	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	..	2	..	1	8	3	2
8.00 — 10.00.....	5	27	4	5	2	10	22	..
10.00 — 12.00.....	36	31	14	8	64	34	39	17
12.00 — 14.00.....	175	49	133	53	283	45	156	20
14.00 — 16.00.....	579	60	246	48	378	57	287	18
16.00 — 20.00.....	1,600	130	511	108	845	91	509	39
20.00 — 25.00.....	1,212	42	467	36	1,333	132	498	16
25.00 — 30.00.....	691	5	264	3	718	35	512	16
30.00 and up.....	590	..	129	..	368	8	259	..



## PAPER, PAPER PRODUCTS, ADVERTISING, PHOTOGRAPHY AND PRINTING

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	572		192		222		112	
(b) Having no female employees...	118		47		19		22	
(c) With no employees, out of business or failing to report....	223		98		85		61	
(d) Total questionnaires sent.....	913		337		326		195	
Number of Employees:								
(a) Male.....	11,488		4,743		10,874		5,907	
(b) Women.....	7,147		2,657		1,950		897	
(c) Girls—under 18 years.....	655		323		241		116	
(d) Total reported.....	19,290		7,723		13,065		6,920	
Average hours per week (normally)...	43.3		44		45		45	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	1	1	1	2	3	4	3	..
8.00 - 10.00.....	1	5	32	24	45	32	18	6
10.00 - 12.00.....	43	44	132	58	131	37	42	8
12.00 - 14.00.....	421	202	334	89	197	36	75	27
14.00 - 16.00.....	1,087	207	410	51	294	31	118	19
16.00 - 20.00.....	2,615	148	984	88	481	88	307	42
20.00 - 25.00.....	1,671	31	458	10	446	7	214	12
25.00 - 30.00.....	716	4	172	1	207	5	60	2
30.00 and up.....	592	3	134	..	146	1	60	..

## FOODS AND FOOD PRODUCTS (including Seasonal Canning)

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	218		150		299		401	
(b) Having no female employees...	11		23		33		40	
(c) With no employees, out of business or failing to report....	9		15		10		13	
(d) Total questionnaires sent.....	238		188		342		454	
Number of Employees:								
(a) Male.....	11,583		4,227		8,603		8,223	
(b) Women.....	5,954		2,447		3,121		5,597	
(c) Girls—under 18 years.....	853		303		388		547	
(d) Total reported.....	18,390		6,977		12,112		14,367	
Average hours per week (normally)...	44.8		44.3		47.2		52	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	..	..	..	..	..	1	61	13
8.00 - 10.00.....	..	..	..	4	2	33	138	31
10.00 - 12.00.....	1	9	24	26	121	73	332	49
12.00 - 14.00.....	255	65	223	49	288	67	564	69
14.00 - 16.00.....	828	321	327	50	698	50	1,214	160
16.00 - 20.00.....	2,656	372	1,022	116	1,080	130	2,035	162
20.00 - 25.00.....	1,483	72	583	55	622	31	850	54
25.00 - 30.00.....	464	11	181	3	216	3	226	8
30.00 and up.....	267	3	87	..	94	..	177	1

## CLOTHING AND NEEDLE TRADES

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	626		122		112		20	
(b) Having no female employees...	42		4		5		..	
(c) With no employees, out of business or failing to report.....	22		10		6		..	
(d) Total questionnaires sent.....	690		136		123		20	
Number of Employees:								
(a) Male.....	6,864		557		1,049		197	
(b) Women.....	9,755		1,097		2,753		441	
(c) Girls—under 18 years.....	331		70		461		65	
(d) Total reported.....	16,950		1,724		4,263		703	
Average hours per week (normally)...	43.3		46.1		47.0		48.7	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	1	4	1	..	8	25	4	4
8.00—10.00.....	1	24	6	..	37	76	18	14
10.00—12.00.....	24	44	29	3	122	72	57	18
12.00—14.00.....	324	76	160	22	309	98	95	9
14.00—16.00.....	813	75	192	16	525	82	104	11
16.00—20.00.....	2,584	71	329	23	893	61	111	9
20.00—25.00.....	2,608	28	235	3	558	32	39	..
25.00—30.00.....	1,615	5	73	1	197	11	10	..
30.00 and up.....	1,785	4	72	2	104	4	3	..

## TRADE AND DISTRIBUTION

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	1,531		1,133		1,837		1,205	
(b) Having no female employees...	68		45		76		73	
(c) With no employees, out of business or failing to report.....	81		42		33		38	
(d) Total questionnaires sent.....	1,680		1,220		1,946		1,316	
Number of Employees:								
(a) Male.....	14,525		6,286		6,785		2,316	
(b) Women.....	19,663		7,919		10,155		3,182	
(c) Girls—under 18 years.....	1,345		395		1,353		513	
(d) Total reported.....	35,533		14,600		18,293		6,011	
Average hours per week (normally)...	47.0		46.5		46.7		48.6	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 a week.....	1	..	1	..	5	21	35	67
8.00—10.00.....	2	1	6	16	124	165	290	140
10.00—12.00.....	8	146	173	19	1,519	635	739	159
12.00—14.00.....	2,741	725	1,274	184	2,332	351	830	95
14.00—16.00.....	5,524	271	1,860	119	2,107	103	493	36
16.00—20.00.....	7,165	167	2,664	52	2,676	70	530	14
20.00—25.00.....	2,669	32	1,242	3	1,057	6	183	2
25.00—30.00.....	921	3	415	1	224	2	57	..
30.00 and up.....	632	..	284	1	111	..	25	..

## RESTAURANTS AND HOTELS

Population Zones	Toronto	Other Cities Over 50,000	10,000 to 50,000	4,000 to 10,000
Number of Employers:				
(a) Reporting female employees.....	613	360	510	245
(b) Having no female employees.....	47	34	30	22
(c) With no employees, out of business or failing to report.....	37	29	37	10
(d) Total questionnaires sent.....	697	423	577	277
Number of Employees:				
(a) Male.....	4,252	2,386	2,096	665
(b) Women.....	6,734	3,157	3,227	1,106
(c) Girls—under 18 years.....	..	..	..	..
(d) Total reporting.....	10,986	5,534	5,323	1,771
Average hours worked per week.....	48	48.5	49	49.5
	Women	Women	Women	Women
Hourly rates of wages:				
Under 17 cents per hour.....	..	..	2	..
17 – 21 cents.....	..	1	3	55
21 – 25 ".....	..	6	284	198
25 – 29 ".....	313	412	712	276
29 – 33 ".....	1,468	753	759	228
33 – 42 ".....	3,066	1,306	1,007	237
42 – 52 ".....	1,343	489	346	71
52 – 62 ".....	384	143	79	32
62 cents and up.....	160	47	35	9

## AUTO SALES AND SERVICE

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	41		33		85		44	
(b) Having no female employees...	12		24		16		12	
(c) With no employees, out of business or failing to report.....	1		5		3		..	
(d) Total questionnaires sent.....	54		62		104		56	
Number of Employees:								
(a) Male.....	980		676		733		171	
(b) Women.....	260		187		143		47	
(c) Girls—under 18 years.....	1		..		2		..	
(d) Total reporting.....	1,241		863		878		218	
Average hours worked per week.....	44		47		44		46	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 per week.....	..	..	..	..	..	..	..	..
8.00 – 10.00.....	..	..	..	..	..	..	..	..
10.00 – 12.00.....	..	..	2	..	4	1	9	..
12.00 – 14.00.....	1	..	20	..	14	1	8	..
14.00 – 16.00.....	11	..	34	..	29	..	8	..
16.00 – 20.00.....	65	..	86	..	39	..	12	..
20.00 – 25.00.....	117	1	43	..	26	..	6	..
25.00 – 30.00.....	47	..	2	..	23	..	4	..
30.00 and up.....	19	..	..	..	8	..	..	..



### CONSTRUCTION AND ENGINEERING CONTRACTORS—OFFICE EMPLOYEES

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	37		22		36		7	
(b) Having no female employees...	6		4		...		1	
(c) With no employees, out of business or failing to report.....	1		2		3		1	
(d) Total questionnaires sent.....	44		28		39		9	
Number of Employees:								
(a) Male.....	4,856		1,595		1,355		334	
(b) Women.....	325		139		77		62	
(c) Girls—under 18 years.....	..		..		1		..	
(d) Total reporting.....	5,181		1,734		1,433		396	
Average hours worked per week.....	45		44		46		41	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 per week.....	..	..	..	..	..	..	..	..
8.00 - 10.00.....	..	..	..	..	1	..	1	..
10.00 - 12.00.....	1	..	..	..	5	..	..	..
12.00 - 14.00.....	..	..	8	..	2	1	3	..
14.00 - 16.00.....	2	..	17	..	14	..	7	..
16.00 - 20.00.....	59	..	27	..	26	..	14	..
20.00 - 25.00.....	99	..	28	..	23	..	7	..
25.00 - 30.00.....	72	..	16	..	4	..	22	..
30.00 and up.....	92	..	43	..	1	..	8	..

### HAIRDRESSING AND BEAUTY PARLORS

Population Zones	Toronto		Other Cities Over 50,000		10,000 to 50,000		5,000 to 10,000	
Number of Employers:								
(a) Reporting female employees...	263		132		144		61	
(b) Having no female employees...	55		26		18		9	
(c) With no employees, out of business or failing to report.....	29		6		5		5	
(d) Total questionnaires sent.....	347		164		167		75	
Number of Employees:								
(a) Male.....	66		26		19		4	
(b) Women.....	828		353		287		111	
(c) Girls—under 18 years.....	..		..		..		..	
(d) Total reporting.....	894		379		306		115	
Average hours worked per week.....	48		46.5		48		48.5	
	Women		Women		Women		Women	
Hourly rates of wages:								
Under 17 cents per hour.....	4		6		17		2	
17 - 21 cents.....	2		..		6		8	
21 - 25 ".....	6		2		31		7	
25 - 29 ".....	41		61		51		19	
29 - 33 ".....	86		61		48		19	
33 - 42 ".....	225		98		60		34	
42 - 52 ".....	229		76		41		14	
52 - 62 ".....	139		28		21		8	
62 and up.....	96		21		12		..	

## TELEPHONES AND TRANSPORTS

Population Zones	Toronto		Other Cities over 50,000		10,000 to 50,000		4,000 to 10,000		Over 300 Lines		50 to 300 Lines	
Number of Employers:												
(a) Reporting female employees.....	42		37		66		34		46		102	
(b) Having no female employees.....	10		6		3		..		..		5	
(c) With no employees, out of business or failing to report....	2		..		..		..		..		2	
(d) Total questionnaires sent.....	54		43		69		34		46		109	
Number of Employees:												
(a) Male.....	7,107		1,750		1,087		215		55		125	
(b) Women.....	2,312		1,003		1,184		441		330		399	
(c) Girls—under 18 years.....	202		135		193		57		27		20	
(d) Total reporting.....	9,621		2,888		2,464		713		412		544	
Average hours worked per week.....	42		42.5		43.5		45		45		46	
	W.	G.	W.	G.	W.	G.	W.	G.	W.	G.	W.	G.
Hourly rates of wages:												
Under 17 cents per hour..	..	..	..	..	..	..	3	..	1	..	38	6
17 - 21.....	..	..	..	..	2	2	2	..	..	..	61	3
21 - 25.....	..	..	1	..	9	2	2	..	17	7	66	1
25 - 29.....	34	29	3	..	45	11	42	28	55	13	74	4
29 - 33.....	36	4	68	90	191	112	99	25	49	6	55	..
33 - 42.....	565	149	258	45	607	66	190	4	149	1	73	6
42 - 52.....	779	8	424	..	264	..	73	..	50	..	26	..
52 - 62.....	415	1	198	..	51	..	24	..	8	..	4	..
62 and up.....	483	11	51	..	15	..	6	..	1	..	2	..

## LAUNDRIES, DYERS AND CLEANERS

Population Zones	Toronto		Other Cities Over 50,000		Remainder of Province	
Number of Employers:						
(a) Reporting female employees.....	231		112		160	
(b) Having no female employees.....	10		8		5	
(c) With no employees, out of business or failing to report.....	6		2		11	
(d) Total questionnaires sent.....	247		122		176	
Number of Employees:						
(a) Male.....	1,362		675		722	
(b) Women.....	2,741		1,727		1,650	
(c) Girls—under 18 years.....	61		32		88	
(d) Total reporting.....	4,164		2,434		2,460	
Average hours worked per week.....	47		47		47	
	Women	Girls	Women	Girls	Women	Girls
Hourly rates of wages:						
Under 17 cents per hour.....	..	..	..	..	2	..
17 - 21 cents.....	..	..	1	..	18	5
21 - 25 ".....	..	1	54	1	155	22
25 - 29 ".....	121	27	308	10	304	41
29 - 33 ".....	1,010	19	480	12	492	13
33 - 42 ".....	1,152	13	560	9	462	6
42 - 52 ".....	314	1	240	..	149	1
52 - 62 ".....	97	..	60	..	48	..
62 cents and up.....	47	..	24	..	20	..

## RECREATION AND ENTERTAINMENT

Population Zones	Toronto		Other Cities Over 50,000		Remainder of Province	
Number of Employers:						
(a) Reporting female employees.....	148		78		166	
(b) Having no female employees.....	6		..		3	
(c) With no employees, out of business or failing to report.....	3		..		5	
(d) Total questionnaires sent.....	157		78		174	
Number of Employees:						
(a) Male.....	1,649		625		918	
(b) Women.....	1,126		641		661	
(c) Girls—under 18 years.....	28		17		65	
(d) Total reporting.....	2,803		1,283		1,644	
Average hours worked per week.....	5—60; 46.5		4—48; 46.5		10—60; 48	
	Women	Girls	Women	Girls	Women	Girls
Hourly rates of wages:						
Under 17 cents per hour.....	..	..	..	..	..	..
17—21 cents.....	..	..	..	..	..	..
21—25 “.....	1	..	3	..	12	..
25—29 “.....	15	..	71	5	140	30
29—33 “.....	110	7	94	5	146	20
33—42 “.....	311	16	236	7	200	9
42—52 “.....	419	5	152	..	103	3
52—62 “.....	161	..	56	..	32	1
62 cents and up.....	109	..	29	..	28	2

## AUDITING AND ACCOUNTING

Population Zones	Toronto		Other Cities Over 50,000		5,000 to 50,000		Under 5,000	
Number of Employers:								
(a) Reporting female employees...	201		105		80		13	
(b) Having no female employees...	14		10		7		2	
(c) With no employees, out of busi- ness or failing to report.....	8		9		4		2	
(d) Total questionnaires sent.....	223		124		91		17	
Number of Employees:								
(a) Male.....	1,115		296		196		13	
(b) Women.....	1,083		352		223		20	
(c) Girls—under 18 years.....	61		10		10		..	
(d) Total reporting.....	2,259		658		379		33	
Average hours worked per week.....	40.5		41		43.5		47	
	Women	Girls	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:								
Under \$8.00 per week.....	..	..	..	..	..	..	..	..
8.00—10.00.....	..	..	..	..	..	..	4	..
10.00—12.00.....	..	7	3	..	4	2	3	..
12.00—14.00.....	20	17	9	3	25	5	2	..
14.00—16.00.....	31	14	26	2	32	3	5	..
16.00—20.00.....	230	19	95	5	78	..	5	..
20.00—25.00.....	391	4	155	..	60	..	1	..
25.00—30.00.....	247	..	46	..	18	..	..	..
30.00 and up.....	164	..	18	..	6	..	..	..



## BROKERS

Population Zones	Toronto		Other Cities Over 50,000		Remainder of Province	
Number of Employers:						
(a) Reporting female employees.....	133		49		22	
(b) Having no female employees.....	11		9		1	
(c) With no employees, out of business or failing to report.....	9		..		..	
(d) Total questionnaires sent.....	153		58		23	
Number of Employees:						
(a) Male.....	733		62		10	
(b) Women.....	648		109		49	
(c) Girls—under 18 years.....	42		2		2	
(d) Total reporting.....	1,423		173		61	
Average hours worked per week.....	40		42.5		39	
	Women	Girls	Women	Girls	Women	Girls
Weekly rates of wages:						
Under \$8.00 per week.....	..	..	..	..	..	..
8.00 — 10.00.....	..	..	..	..	..	..
10.00 — 12.00.....	1	..	..	..	1	..
12.00 — 14.00.....	..	4	7	..	3	..
14.00 — 16.00.....	35	14	16	2	8	..
16.00 — 20.00.....	91	16	29	..	14	..
20.00 — 25.00.....	237	7	37	..	13	..
25.00 — 30.00.....	182	1	11	..	5	..
30.00 and up.....	102	..	9	..	5	..

## APPENDIX

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Windsor	Sheet metal workers	March 31 1943	Against order forbidding smoking while at machines; terminated April 8; conciliation (federal); in favour of employer.	24	150
Sudbury	Metal miners shaft sinkers	April 11	Re discipline of a miner; terminated April 16; negotiations; in favour of employer.	19	85
Levack	Metal miners (nickel)	April 21	Against alleged delay in change of management of company hotel; terminated April 21; negotiations; in favour of employer.	100	100
Kitchener	Tire factory workers	April 19	Against alleged delay in negotiation re wage adjustments; terminated April 20; return of workers pending settlement; indefinite.	155	140
Toronto	Fur factory workers	April 19	Against agreement signed with another union; employment conditions no longer affected by August 31; in favour of employer	22	700
Georgetown	Paper mill workers	April 9	For increased wages and union recognition; terminated April 14; conciliation (federal); return of workers pending reference to the Regional War Labour Board as to wages; union recognition granted; partially successful.	58	200
Toronto	Factory workers (piece moulders)	April 19	For increased wages; terminated April 19; conciliation (federal); return of workers pending reference to the Regional War Labour Board; indefinite.	36	36
Windsor	Motor vehicles factory workers	April 22	Against suspension of workers on April 21-22 for demonstration against a foreman and alleged speed-up order; terminated April 25; arbitration; compromise.	15,000	40,000
Hamilton	Metal factory workers	April 30	For union recognition; terminated April 30; return of workers; in favour of employer.	81	50
Kitchener	Rubber products factory workers	May 31	For increased wages; terminated May 31; negotiations; return of workers pending settlement; indefinite.	567	567

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Windsor	Truck drivers (meat packing plant)	May 28	For increased wages; terminated May 31; negotiations; replacement and return of workers pending settlement; indefinite.	5	12
Tillsonburg	Box factory workers	May 28	For increased wages; terminated May 28; negotiations; return of workers pending settlement; indefinite.	95	10
Brantford	Metal factory workers	May 1	Adjustments in wages following changes from hourly to piece-work rates; terminated May 8; conciliation (federal); compromise.	102	650
Hamilton	Motor vehicles factory workers	May 10	For union recognition; terminated July 29; conciliation (federal); return of workers pending decision of Ontario Labour Court re certification of union as bargaining agency; indefinite.	675	25,000
Galt	Metal factory workers	May 15	For union recognition; terminated May 15; return of workers pending report of Board of Conciliation; indefinite.	96	40
Wallaceburg	Die casting machine operators	May 18	Against employment of women; terminated May 18; replacement; in favour of employer.	22	11
Galt	Metal factory workers	May 21	For union recognition; terminated August 17; employment conditions no longer affected; conciliation (federal) and reference to Ontario Labour Court; partially successful.	1,000	41,000
Windsor	Motor vehicles factory workers	May 22	Re overtime pay; terminated May 22; return of workers; in favour of employer.	250	200
Hamilton	Steel mill workers	May 25	For increased wages; terminated May 26; negotiations; return of workers pending further reference to the Regional War Labour Board; indefinite.	50	75
Fort William and Port Arthur	Freight handlers	May 4	Against change from one to two shifts per day; terminated May 4; negotiations; in favour of workers.	550	275



## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Toronto	Cleaners and dyers	May 28	For union recognition, and agreement; terminated May 28; conciliation (provincial); return of workers pending negotiations for a union agreement and reference to the Regional War Labour Board re wages; indefinite.	15	12
Toronto	Shipyard workers	June 17	For a government-supervised vote to determine bargaining agency; terminated June 20; return of workers and replacement; in favour of employer.	450	750
Bowmanville	Rubber factory workers	June 4	For a new agreement; terminated June 7; conciliation (federal); return of workers pending negotiations; indefinite.	275	500
Kitchener	Tire factory workers	June 5	For reduction of hours on Saturday; terminated June 5; return of workers pending negotiations for a new agreement; indefinite.	100	40
Kitchener	Rubber factory workers (footwear)	June 7	For wage adjustments; terminated June 15; conciliation (federal); return of workers pending joint application to Regional War Labour Board; in favour of workers.	537	4,300
Cornwall	Textile factory workers (rayon spinners)	June 15	Against transfer of workers from one section to another as provided in agreement; terminated June 17; negotiations; in favour of employer.	218	218
Fort William	Paper mill workers	June 7	Against working with a certain official; terminated June 8; conciliation (provincial); compromise.	60	120
Sault Ste. Marie	Bricklayers (maintenance men in steel plant)	June 1	For same wages, etc., as bricklayers working for contractors; terminated June 7; negotiations; return of workers pending settlement; indefinite.	36	216
Windsor	Motor vehicles factory workers	June 4	Against dismissal of a worker for failure to maintain minimum production; terminated June 4; negotiations; in favour of workers.	50	20

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Toronto	Metal factory workers	June 11	For greater increase in wages; terminated June 11; conciliation (federal); return of workers pending further reference to Regional War Labour Board; in favour of workers.	328	328
Guelph	Wire and cable factory workers	June 16	For union recognition; terminated June 18; conciliation (provincial); negotiations with workers when collective bargaining agency certified by Labour Court; indefinite.	153	340
Toronto	Foundry workers	June 23	For union recognition and increased wages; terminated June 23; conciliation (federal); return of workers pending negotiations; indefinite.	130	100
Midland	Shipyard workers (pipe fitters)	June 15	Against dismissal of worker; terminated June 15; return of workers pending investigation; in favour of workers.	33	10
St. Catharines	Civic employees	June 12	For greater increase in wages; terminated June 14; negotiations; in favour of workers.	70	140
McKim Township, Sudbury District	Township employees	June 21	For increased wages; terminated July 1; negotiations; in favour of workers.	5	45
Aylmer	Laundry and dry cleaning plant workers	June 9	Against working with certain workers terminated June 9; return of workers; in favour of workers.	30	22
Tweed	Metal factory workers	June 23	For increased wages; terminated June 25; negotiations and reference to the Regional War Labour Board, in favour of workers	25	50
Kitchener	Tire factory workers	July 14	For vacation pay for a certain worker; terminated July 15; negotiations; in favour of workers.	963	1,800
Sault Ste. Marie	Steel mill labourers	July 18	For increased wages; terminated July 20; return of workers; in favour of employer.	42	84

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Sault Ste. Marie	Bricklayers' helpers	July 23	For increased wages; terminated July 27; return of workers; in favour of employer.	75	300
Oshawa	Metal factory workers	July 26	For revision of wage rates and against working with non-union workers; terminated July 27; negotiations; workers joined union; compromise.	175	260
Sault Ste. Marie	Cranemen	July 26	For increased wages; terminated July 27; return of workers; in favour of employer.	21	21
Collingwood	Welders	July 9	Against dismissal of a worker; terminated July 10; return of workers; in favour of employer.	50	100
Ottawa	Office workers	July 28	Against transfer of a senior employee; terminated July 28; negotiations; in favour of employer.	135	65
Brantford	Metal factory workers	Aug. 4	Against dismissal of four workers for washing up before quitting time; terminated August 5; conciliation (federal); workers reinstated and wash-up time referred to Regional War Labour Board; indefinite.	341	495
Toronto	Munitions factory workers	Aug. 13	Against introduction of bonus system; terminated August 14; conciliation (federal); return of workers pending settlement; indefinite.	11	22
Windsor	Motor vehicles factory workers	Aug. 18	For reclassification of certain workers; terminated August 18; return of workers pending reference to Regional War Labour Board; indefinite.	560	430
Windsor	Metal factory workers	Aug. 24	Against suspension of two workers; terminated August 24; return of workers pending settlement; in favour of employer.	320	265
Port Arthur	Freight handlers	Aug. 28	Against extra load on trucks; terminated August 28; return of workers pending further negotiations; indefinite.	180	75



## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Kitchener and Waterloo	Laundry and dry cleaning plant workers	Aug. 27	For closed union shop agreement providing for increased wages; terminated September 11; negotiations; return of workers pending settlement; indefinite.	50	650
Welland	Steel mill workers	Aug. 25	Against reduction in production bonus; terminated August 26; negotiations; in favour of workers.	75	75
Tecumseh	Canning factory workers	Sept. 10	For increased wages; terminated September 10; negotiations; return of workers pending reference to Regional War Labour Board; indefinite.	180	35
Kitchener	Tire factory workers	Sept. 1	Against working on time standard for new work; terminated September 2; negotiations; return of workers pending further trial; indefinite.	156	156
Sarnia	Synthetic rubber factory workers	Sept. 27	Against quality of food served in camp restaurant; terminated September 27; negotiations; improvement promised; indefinite.	800	50
Merritton	Pulp and paper mill workers	Sept. 23	Against finding and direction of Regional War Labour Board re increased wages; terminated September 25; conciliation (federal); return of workers pending joint application to Regional War Labour Board; indefinite.	330	990
Windsor	Motor vehicles factory workers	Sept. 3	Against dismissal of a worker for refusal to transfer to another shift; terminated September 9; conciliation (provincial) and reference to arbitration; workers re-employed after two weeks' suspension; compromise.	600	2,400
Toronto	Dry battery factory workers	Sept. 1	Against alleged delay in negotiating union agreement; terminated September 4; conciliation (federal); return of workers pending negotiations; indefinite.	62	110

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Ottawa	Bedding factory workers	Sept. 1	For increased wages; terminated September 2; conciliation (federal); in favour of workers.	9	10
Fort William and Port Arthur	Freight handlers	Sept. 9	For increases in wages, cost of living bonus and overtime rates, etc.; terminated September 13; conciliation (federal); return of workers pending decision of National War Labour Board; compromise.	477	1,675
Point Edward	Freight handlers	Sept. 10	For increases in wages, cost of living bonus and overtime rates, etc.; terminated September 14; conciliation (federal); return of workers pending decision of National War Labour Board; compromise.	90	315
Toronto	Freight handlers	Sept. 11	For increases in wages, cost of living bonus and overtime rates, etc.; terminated September 13; conciliation (federal); return of workers pending decision of National War Labour Board; compromise.	63	150
Fort William and Port Arthur	Freight handlers	Sept. 24	For increases in wages, cost of living bonus and overtime rates, etc.; terminated September 24; return of workers pending decision of National War Labour Board; compromise.	477	235
Sarnia	Welders	Sept. 28	Against lay-off of pipefitters and burners when night shift discontinued due to demand for increased overtime; terminated September 30; negotiations; in favour of employer; workers given jobs by other employers on project.	28	56
Kitchener	Tire factory workers	Oct. 21	Re working conditions, fumes in work place from basement; terminated October 21; return of workers; ventilator stack to be built; indefinite.	38	15
Kitchener	Tire factory workers	Oct. 27	Against time standard for new work; terminated October 29; return of workers pending further negotiations; indefinite.	247	550

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Oshawa	Foundry workers	Oct. 13	For increased wages; terminated October 13; conciliation (federal); return of workers pending reference to Regional War Labour Board; indefinite.	35	35
Malton	Carpenters	Oct. 8	To have approved transportation allowance tax free and made retroactive to August 23; terminated October 13; conciliation (federal); return of workers pending further reference to Regional War Labour Board re date of payment; indefinite.	107	265
Ottawa	Office workers	Oct. 16	For reclassification of workers; terminated October 16; negotiations; partially successful.	61	61
Dalton Mills	Bush workers	Nov. 4	For more meat and butter with their meals; terminated November 6; negotiations; in favour of employer.	53	159
Kitchener	Tire factory workers	Nov. 13	For the night off (Saturday); terminated November 13; return of workers; in favour of workers.	57	35
Toronto	Munitions factory workers	Nov. 1	For return of basic wage rates before introduction of bonus system; terminated November 2; return of workers pending further negotiations; indefinite.	74	130
Napanee	Machinists	Nov. 1	Against dismissal of two workers and for increased wages and improved working conditions; terminated November 6; conciliation (provincial) and return of five workers; night shift discontinued; in favour of employer.	9	44
Malton	Carpenters	Nov. 19	Against working with three non-union workers; terminated November 26; replacement; in favour of employer.	123	850
New Toronto	Tire factory workers	Dec. 6	For payment for time loss due to stock conditions; terminated December 8; conciliation (federal); in favour of employer.	267	534



## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Kitchener	Tire factory workers	Dec. 28	Against transfer of eight workers to another department at lower wages; terminated - December 29; negotiations; compromise.	80	60
Hamilton	Tire factory workers	Jan. 20	For union recognition vote, to determine bargaining agency; terminated January 21; return of workers pending further negotiations; indefinite.	235	310
Toronto	Knitting factory workers	Jan. 18	Against working with three non-union workers; terminated January 19; conciliation (federal); three girls paid union dues; in favour of workers.	100	33
Windsor	Motor vehicle factory workers	Jan. 26	For settlement of various grievances; terminated January 29; conciliation (federal) and return of workers pending negotiations; indefinite.	347	1,041
Malton	Aircraft factory workers	Jan. 28	Against wearing a certain type of safety working cap; terminated January 28; negotiations; girls to wear hair protection of their own choosing; in favour of workers.	200	13
Windsor	Truck drivers	Jan. 3	For a closed shop agreement; terminated February 26; conciliation (federal) and return of workers pending reference to Industrial Disputes Investigation Board; indefinite.	19	900
Timmins	Bush workers	Feb. 23	For increased wages, piece rates; terminated February 23; conciliation (National Selective Service); in favour of employer.	45	45
Trenton	Egg breakers	Feb. 28	For increased wages and improved working conditions; terminated February 29; conciliation (federal) and return of workers pending settlement; indefinite.	28	50
Kitchener	Tire factory workers	Feb. 14	For increased efficiency bonus and improved working conditions; terminated February 14; return of workers pending further negotiations; in favour of workers.	16	16

## APPENDIX—(Continued)

STRIKES AND LOCKOUTS IN ONTARIO DURING THE FISCAL YEAR ENDING  
MARCH 31, 1944

(From figures published in Labour Gazette)

Locality	Occupation	Commenced	Particulars	Number of employees involved	Time loss in man-working days
Kitchener	Rubber factory workers (footwear)	Feb. 14	Against employment of a non-union worker; terminated February 14; conciliation, federal; in favour of workers.	820	820
Toronto	Knitting factory workers	Feb. 1	Re division of work and other grievances; terminated February 1, conciliation (federal) and return of workers pending settlement; indefinite.	18	10
Toronto	Knitting factory workers	Feb. 9	For increased wages for certain workers; terminated February 19; conciliation (federal) and reference to arbitration; compromise.	18	180
Kitchener	Tire factory workers	Mar. 9	Alleged discrimination in deduction from pay of union representative for overstaying lunch period; terminated March 10; conciliation (provincial); compromise.	80	160
Cornwall	Cotton factory workers	Mar. 3	Against change in time of payment of wages; terminated March 4; negotiations; compromise.	88	88
Sault Ste. Marie	Steel mill workers (maintenance men)	Mar. 25	For time and one-half for work on Sunday irrespective of number of shifts worked during week; terminated March 26; return of workers pending reference to National War Labour Board; indefinite.	165	300
Point Edward	Automotive parts factory workers	Mar. 27	For a signed union agreement; terminated March 28; conciliation (federal); and return of workers pending further negotiations; indefinite.	475	800
TOTALS—90 Strikes				31,497	134,840

## APPENDIX—(Continued)

## STRIKES AND LOCKOUTS IN ONTARIO, FISCAL YEAR ENDING MARCH 31, 1944

(From figures published in Labour Gazette)

INDUSTRIES:	Number of disputes in progress	Number of workers involved	Time loss in man-working days
LOGGING.....	2	98	204
MINING.....	2	119	185
MANUFACTURING—			
Foods—animal.....	1	5	12
Foods—vegetable.....	2	208	85
Fur and leather products.....	1	22	700
Metal products.....	35	21,645	115,091
Pulp and paper products.....	3	448	1,310
Rubber products.....	17	5,393	10,053
Shipbuilding.....	3	533	860
Textiles and clothing.....	5	442	529
Wood products—miscellaneous.....	1	95	10
Miscellaneous products.....	1	9	10
CONSTRUCTION—			
Building and structures.....	3	258	1,171
TRANSPORTATION—			
Highway transport.....	1	19	900
Water transport.....	6	1,837	2,725
SERVICE—			
Public administration.....	4	271	311
Custom and repairs.....	1	15	12
Business and personal.....	2	80	672
Totals—1944.....	90	31,497	134,840
“ —1943.....	98	32,582	171,178
“ —1942.....	109	28,690	298,393
“ —1941.....	55	9,188	36,318
“ —1940.....	36	6,075	50,468
“ —1939.....	54	5,795	86,997
“ —1938.....	127	22,749	294,906
“ —1937.....	78	13,251	148,929
“ —1936.....	50	9,120	78,511
“ —1934.....	94	18,198	256,311
“ —1933.....	39	7,380	109,240
“ —1932.....	26	2,432	50,401
“ —1931.....	18	2,827	66,268
“ —1930.....	21	4,315	50,513
“ —1929.....	43	5,175	75,870
“ —1928.....	52	5,622	59,889
“ —1927.....	25	4,403	56,695
“ —1926.....	17	1,839	46,402
“ —1925.....	21	2,499	27,447
“ —1924.....	19	3,943	95,196
“ —1923.....	16	1,946	198,319
“ —1922.....	23	2,712	367,893
“ —1921.....	53	10,800	521,210



## APPENDIX—(Concluded)

## STRIKES AND LOCKOUTS IN ONTARIO, FISCAL YEAR ENDING MARCH 31, 1944

## BY DURATION:

PERIOD OF DURATION	Number of strikes	Number of workers involved	Time loss in man-working days
1 day or under.....	40	7,318	4,817
More than 1 and under 5 days.....	38	21,568	55,382
5 days and under 10 days.....	6	827	6,211
10 days and under 15 days.....	2	68	830
30 to 40 days.....	2	697	25,700
40 to 50 days.....	2	1,019	41,900
Total.....	90	31,497	134,840

## BY NUMBER OF WORKERS INVOLVED:

Under 10 workers.....	4	28	111
10 and under 50 workers.....	22	581	2,726
50 and under 100 workers.....	22	1,518	3,048
100 and under 500 workers.....	31	7,298	12,313
500 and under 1,000 workers.....	9	6,072	35,642
1,000 and over.....	2	16,000	81,000
Total.....	90	31,497	134,840

## BY TIME LOSS:

## NUMBER OF MAN-WORKING DAYS LOST

Under 50 man-working days.....	24	1,226	592
50 and under 100.....	14	1,692	924
100 and under 500.....	31	5,233	6,847
500 and under 1,000.....	13	3,747	9,261
1,000 and under 10,000.....	5	2,924	11,216
10,000 and under 50,000.....	3	16,675	106,000
Total.....	90	31,497	134,840









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